

KORA (FM), KTAM (AM), KJXJ (FM), KBXT (FM), KAPN (FM)
EEO PUBLIC FILE REPORT
April 1, 2013 to March 31, 2014

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill	RS Referring Hiree
Account Manager	1-20, 30, 33-38	1
Account Manager	1-20, 30, 33-38	35
Account Manager	1-20, 33-38	22
Account Manager	1-20, 33-38	35
Air Personality	1, 6-12, 23	1
Promotions Director	1-20, 34, 33-38	34
Program Director / Air Personality	1-20, 33-38	35
General Manager	1,4, 6, 7, 8, 9, 12, 13, 14, 16, 18, 20, 22, 28, 34, 35	35

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
1	Texas Association of Broadcasters Job Bank 502 E. 11 th Street Suite 200 Austin, TX 78701 512-322-9944 Craig Bean, craig@tab.org http://www.tab.org/	No	24
2	Radio Advertising Bureau 1320 Greenway Dr Suite 500 Irving, TX 75038 1-800-998-5158, 972-753-6756 Marv Levy - mlevy@rab.com http://www.rab.com/	No	2
3	Houston Ad Federation PO Box 27592 Houston, TX 77227 http://www.aad-houston.org	No	0
4	American Women in Radio & Television Austin Texas Chapter PO Box 2684 Austin, TX 78768 awrtaustin@hotmail.com http://www.awrtaustin.org/jobs.htm	No	0
5	American Women in Radio & Television Houston Texas Chapter PO Box 980908 Houston, TX 77098 http://www.awrthouston.org/en/jobs	No	0
6	Texas A&M University Career Center, Debbie Gau 209 Koldus, 1233 TAMU College Station, TX 77843 979-845-5139 employer@careercenter.tamu.edu http://careercenter.tamu.edu & http://hireaggies.com	No	1
7	TAMU Speech Communications Dr. Nancy Street Department of Communication Texas A&M University 4234 TAMU College Station, TX 77843-4234 n-street@tamu.edu	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
8	Blinn College Job Placement Office 2423 Blinn Blvd PO Box 6030 Bryan, Texas 77805 979-209-7542 careers@blinn.edu http://www.collegecentral.com/blinncollege/	No	0
9	Sam Houston State University Career Services AB IV, Ste. 210 Box 2238 - SHSU Huntsville, TX 77341 careerservices@shsu.edu http://myinterfase.com/shsu/employer	No	0
10	Baylor University – Telecommunications Div. Lillian Roundtree Burlison Hall, RM 110 Waco, TX 76798 http://www.baylor.edu/careerservices/	No	0
11	Prairie View A&M Career Services P O Box 519 Prairie View, TX 77446-0519 Shadia_washington@pvamu.edu	No	0
12	University Of Texas College of Communications 1 University Station A0900 Austin, TX 78712 (512)471.9421 ccsrecruit@austin.utexas.edu http://hiretexas.utexas.edu http://communication.utexas.edu/ccs	No	0
13	University Of Houston Career Center 4800 Calhoun Houston, TX 77204-3241 http://www.career.uh.edu/	No	0
14	Texas Southern University Career Center 3100 Cleburne Houston, TX 77004 colvindd@tsu.edu http://www.tsu.edu/pages/1645.asp https://www.myinterfase.com/tsu/EMPLOYER	No	0
15	American Business Women’s Association BCS Charter Chapter Lina Lawson P O Box 9218 College Station, TX 77801	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
16	LULAC-League of United Latin American Citizens Diana Cerda 1717 Groesbeck #96 Bryan, TX 77803 979-822-7086	No	0
17	The Hispanic Forum of Bryan/College Station P.O. Box 6392 Bryan, Texas 77805 http://hispanicforumbcs.org/	No	0
18	Brazos County NAACP Ann Boney President 3203 Bethany Drive Bryan, TX 77803-0801 979-778-9974	No	0
19	SOS Ministries JJ Ramirez PO Box 2866 Bryan, TX 77805 979-775-5357 http://www.saveourstreetsministries.org/	No	0
20	Workforce Solutions Brazos Valley PO Box 4128 3991 East 29 th Street Bryan, TX 77802 http://www.bvjobs.org	No	0
21	American Classifieds 923 South Texas Ave Bryan, TX 77803 979-822-7899	No	0
22	The Eagle Classified Ads & Press Release 1729 Briarcrest Drive Bryan, TX 77805 http://www.theeagle.com/Classifieds/Search/Employment	No	4
23	The Battalion Classified Ads & Press Release The Grove, Bldg. 8901 Texas A&M University 979-845-0569 979-845-2678 fax	No	0
24	La Voz Hispana Newspaper PO Box 1774 Bryan, TX 77806 979-822-0503	No	2
25	BCS Chamber of Commerce 4001 East 29 th Street, Suite 175 Bryan, TX 77805 979-260-5200 http://www.bschamber.org/ http://www.bschamber.org/JobBoard	No	5
26	Aggieland Help Wanted Website http://aggielandhelpwanted.com	No	0

	Recruitment Source	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Source over 12-month period
27	KBTX TV Job Search http://www.kbtx.com/jobsearch	No	1
28	All Access Website Job Listings http://www.allaccess.com	No	20
29	TV and Radio Jobs Website http://tvandradiojobs.com	No	0
30	Music Jobs USA Website http://us.music-jobs.com	No	0
31	FMQB Website http://www.fmqb.com	No	0
32	Radio Info Website http://www.radio-info.com/	No	0
33	Brazos Valley Communications Radio Station On Air Announcements KORA-KTAM-KJXJ-KBXT-KAPN 1240 E. Villa Maria Rd Bryan, TX 77802 http://www.brazosradio.com/employment	No	0
34	Brazos Valley Communications Radio Station Website KORA-KTAM-KJXJ-KBXT-KAPN 1240 E. Villa Maria Rd Bryan, TX 77802 http://www.brazosradio.com/employment	No	5
35	Word-of-Mouth Referral	No	12
36	Walk In / Self -Referral	No	0
37	Texas State University-San Marcos Allison Birk, Career Advisor Career Services 601 University Dr., LBJ Student Center, Suite 5-7.1 San Marcos, TX 78666-4616 ph 512.245.2645; fax 512.245.0356 www.careerservices.txstate.edu	No	5
38	American Broadcasting School Michelle McConnell Campus/Job Placement Director 712 N. Watson Road, Ste. 200 Arlington, TX 76011 (817) 695-2474 or (817) 695-2838 (FAX) michelle@radioschool.com	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			81

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair / Sponsor job fair	<p>1. On April 16, 2013, our employment unit participated in the Bryan College Station Chamber of Commerce Job Fair at the College Station Hilton. Station Business Manager and Sales Manager were on site discussing job opportunities and interviewing candidates. Brazos Valley Communications was a media sponsor of the Job Fair.</p> <p>2. On May 22, 2013, our employment unit participated in Workforce Solutions Brazos Valley HYPE – Helping Youth Prepare for Employment Career Expo at the Brazos County Expo Complex. Business Manager was on site discussing job opportunities in broadcasting. Brazos Valley Communications was also a media sponsor of the Career Fair.</p> <p>3. On March 26, 2014 our employment unit participated in Texas Association of Broadcasters- Broadcast Career Expo at Texas State University. Station General Manager and Business Manager were on site discussing job opportunities and interviewing candidates.</p>
2	Participation in activity calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>1. Sales Manager participates in Texas A&M Broadcast and Communications Degree Program, speaking with students about opportunities in broadcasting and marketing.</p> <p>2. Brazos Valley Communications utilizes student volunteers from Texas A&M for Radio Alegria’s Dia Del Nino event for training in community events / outreach.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Internship Programs	<ol style="list-style-type: none"> 1. Internship program had 4 participants that did marketing research, learned in studio procedures and programming and participated in on-air programming.
4	Internet Job Bank, Job Outreach	<ol style="list-style-type: none"> 1. Founding partners of local job site with Bryan Broadcasting and Suddenlink Cable which we continue to promote daily on all stations. Aggielandhelpwanted.com. 2. Helped promote job bank for Bryan-College Station Chamber of Commerce. 3. Promotion and Participation in various Brazos Valley Workforce Solutions Programs. Participated remote broadcasts promoting Workforce Solutions events.
5	Scholarship Programs	<ol style="list-style-type: none"> 1. Sponsor of the July 2013 Hispanic Forum of BCS Scholarship Gala, an event providing scholarships to local Hispanic students. Advertised employment opportunities in event program and flyers on site at event.

6	Broadcast/Employment Event Participation	<p>1. Vice President/General Manager, Sales Manager, and Engineer, attended Texas Association of Broadcast Convention August 2013 in Austin.</p> <p>2. Vice President/General Manager served on Texas Association of Broadcasters Board of Directors and served on the Convention Planning, Membership, and Awards Committees.</p>
7	Sponsor event in the community relating to career opportunities in broadcasting	<p>1. During every holiday season, the stations host an annual toy drive entitled Radio M*A*S*H. A critical and unique part of this annual event includes offering community volunteers the opportunity to acquire board operator training for the related remote broadcasts.</p>
8	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>1. Vice President/General Manager and Sales Manager integrate training components into each weekly programming, sales, and marketing meetings.</p>
9	Participation in events sponsored by educational institutions related to career opportunities in broadcasting	<p>1. Texas Association of Broadcasters Career Expo / Texas State University, Mass Communication Fair, March 26, 2014.</p>