

EEO Public File Report for April 1, 2008-March 31, 2009

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

Call Sign	Community	FIN
WTAW	College Station, TX	87145
KZNE	College Station, TX	07632
KNDE	College Station, TX	07631
KWBC	Navasota, TX	40912
KAGC	Bryan, TX	16983

A: Full Time Vacancies filled during the past year

Job Title	Date filled	Source of hire	Persons interviewed
News Announcer	5/2008	TAB	5
Salesperson	10/2008	Aggieland Help Wanted	9
Salesperson	1/2009	Exigent circumstance*	1

B: Recruitment Referral Sources Used to Seek Candidates for Each Vacancy

Recruitment Source	Applicants from this source	Interviewees from this source	Positions hired from this source
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	8	4	News Announcer
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90265	1	1	
Back to Basics Magazine Eugene Smith 4417 Old Hearne Road Bryan, Texas 77803	0	0	
Goods Entertainment PO Box 1266 Weston, CT, 06883	0	0	
On Air/Station Website/internal recruiting Ben Downs Bryan Broadcasting Box 3248 Bryan, TX 77805 979 695 9595	1	1	salesperson*
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	5	5	salesperson

AMFMJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	1	0	
The Eagle Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	4	4	
Total	20	15	

* Although the station did not have an open vacancy, a highly qualified former employee became available and a position was created for that person even though the station was not otherwise hiring.

Outreach Activity Description Form

Year: 2009 Activity: Continuing Broadcast Internships

Description: We are located in a town of 120,000 people and a University and College that enrolls 50,000 students. We have established a news intern program that employs students from Blinn College and Texas A&M University. The students are under the supervision of our news director. Their duties include attending governmental meetings and writing reports from those meetings. Trial reporting, network editing, and the voicing and producing stories for the afternoon newscasts are a part of their duties. In the past year we employed three students from Texas A&M.

Texas A&M students are recruited by opportunity postings at the campus radio and TV stations as well as student bulletin boards and the widely accessed Jobs For Aggies website. We typically restart the program with new hires at the beginning of each school semester in order to accommodate student graduation and class schedule conflicts. Students who can continue to intern across semesters are given first chance at the jobs.

In 2009 the station agreed to an internship from the Texas A&M department of Sociology. A student in this department asked for an internship in broadcasting and we were able to make the arrangement. The student will receive class credit for work here.

Outreach Activity Description Form

Year: 2009 Activity: Scholarship Program

Description: The company is a member and financial supporter of the Texas Broadcasters Education Foundation. Members of our staff serve on the board of that organization. A member of our staff is also President of the TBEF and serves on the scholarship awards committee, which selects the students receiving the award. The TBEF sends announcements for the annual scholarship awards and instructions for application to every institute of higher education with a journalism, broadcast, or radio and TV department in the state. Each year the TBEF awards eight \$2,000 scholarship to students studying broadcasting or broadcast journalism in Texas schools.

Outreach Activity Description Form

Year: 2009 Activity: Employee Training
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Description: As a small market with a large University student population, we find it much easier to recruit and train entry-level employees than convince people in other markets to move to our town. Because of this fact, we've instituted a training program that allows the people we've already hired to move up into positions of responsibility at the stations. Our programs are a mixture of internal and external training.

In past years we have promoted a part-time promotional assistant to begin full time work scheduling promotional staff. Another part-time student worker was promoted to assist in traffic scheduling and helping maintain our web presence.

We offer an open opportunity for any of our promotional assistants, part-time announcers, and office interns to move onto a track that provides skills and training for full time employment at the stations. We encourage shadowing current full-time employees. We pay for staff to attend conventions for exposure to issues in broadcasting. In the relevant period we paid for 26 members of our staff to attend broadcast conventions.

Outreach Activity Description Form

Year: 2009 Activity: Job Fair Co-Sponsorship

Annually we co-sponsor with the local Chamber of Commerce the spring job fair. The last event was April 22 in College Station. The past job fairs have attracted between 800 and 1,000 job seekers from entry-level to professional. We act as a co-sponsor contributing cash, personnel, and airtime for the event along with the BCS Chamber of Commerce.

Outreach Activity Description Form

Year: 2009 Activity: Other Actions

A third of our county population is made up from students at Texas A&M University and Blinn College. A lot of our recruitment effort is aimed at hiring people as they enter the job force and less after they've been employed for some time. We make special accommodations for our student employees. We hold their positions open when they have an opportunity to accept out-of-town internships (during the relevant year we assisted in placing an on-air producer with a new job as a TV news intern in San Antonio, Texas). We also accommodate different schedules on different days of the week by encouraging job sharing between student employees.

Outreach Activity Description Form

Year: 2009 Activity: Job Fair/Career Day Participation

In the past 12 months, we have attended three sponsored job fairs. These are attended by Allison Brown our promotions coordinator.

April 22, 2008: Chamber of Commerce Job Fair, College Station

November 12, 2008: Youth to Career Fair, Texas A&M University

February 27, 2009: Career Expo, TAMU Commerce, Commerce, TX