

EEO Public File Report for April 1, 2015-March 31, 2016

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
KPWJ	Kurten, TX	166036
KVMK	Wheelock, TX	189519
WTAW-FM	Buffalo, TX	190405

A: Full Time Vacancies filled during the past year

Job Title	Date filled	Source of hire	Persons interviewed
Afternoon Announcer	4/2015	All Access	5
Buffalo Manager	6/2015	Buffalo Express	1
Magazine Editor	8/2015	The Eagle	5

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

Recruitment Source for Announcer Position	Interviewees from this source	Positions hired from this source
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90265	3	
On Air/Station Website Ben Downs Bryan Broadcasting Box 3248 Bryan, TX 77805 979 695 9595		
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601		
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802		
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	1	
Walk In – Staff Recruitment	1	
Total	5	

Recruitment Source for <i>Manager</i> Position	Interviewees from this source	Positions hired from this source
On Air/Station Website Ben Downs Bryan Broadcasting Box 3248 Bryan, TX 77805 979 695 9595	0	
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	0	
Buffalo Press (newspaper) Classified Advertising Department PO Box 576 Buffalo, TX 75831	1	Manager
Total	1	

Recruitment Source for <i>Magazine Editor</i> Position	Interviewees from this source	Positions hired from this source
On Air/Station Website Ben Downs Bryan Broadcasting Box 3248 Bryan, TX 77805 979 695 9595	0	
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	2	
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	2	Magazine Editor
Walk In – Staff Recruitment	1	
Total	5	

Outreach Activity Description Form

Year: 2016 Activity: Continuing Broadcast Internships (now Student Workers)

Description: Given the potential for litigation when using unpaid internships, we no longer arrange unpaid internships with University classes. What we do currently is establish projects, both writing projects for our magazines and on-air and hire students from classes that are directed toward broadcast jobs upon graduation. We currently have three students employed who have expressed a desire to expand their role in broadcasting upon graduation.

While the program did not employ an at-risk youth in 2015, we have maintained our relationship with the Texas Workforce Commission to mentor young people who the TWC considers as having talent, but no point of entry into, or contact with broadcasting. Previous participants shadowed and practiced their skills in both our sales and in our programming departments.

Outreach Activity Description Form

Year: 2016 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.

In 2015 we helped the establishment of a new scholarship that was a \$5000 per year scholarship awarded to a student enrolled in an accredited Journalism school in Texas.

Outreach Activity Description Form

Year: 2016 Activity: Employee Training

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 regardless their status and course of study. 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 accounts payable and writing the checks for the business.

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 5 members of our staff to attend broadcast conventions and outside-the-station training.

Outreach Activity Description Form

Year: 2016 Activity: Job Fair Co-Sponsorship

Annually we co-sponsor the local Chamber of Commerce spring job fair. The last event was April 2015 at The Hilton in College Station, Texas. The past job fairs have attracted between 500 and 800 job seekers from entry-level to professional. We are the media co-sponsor contributing cash, personnel, and airtime for the event along with the BCS Chamber of Commerce.

Outreach Activity Description Form

Year: 2016 Activity: Job Fair/Career Training Participation

In the past 12 months, we have attended one sponsored job fair.

In the past 12 months, we have spoken to 6 classes of students in the Agriculture Journalism and Communications department about careers in Broadcasting. We have spoken about hiring and training issues as well as presented them with hands-on opportunities.

After their on-air shifts, our Senior Program Director has conducted one-on-one air check sessions with the students.

Outreach Activity Description Form

Year: 2016 Activity: Other Actions

We have observed fewer people interested in applying for jobs with our station. Mainly, this is due to a lack of training in smaller markets and students with any exposure to radio broadcasting.

This year we have initiated a program with the Agriculture Journalism and Communications Department at Texas A&M to begin a "complete station" experience using our KNDE-HD2 station. The project with "Fusion Radio" has basically turned over the operations of this HD station to students. Their studio is located away from our main studio and connects through our connectivity to our digital transmitter. Not just as board operators or DJ's but music selection and scheduling, promotional efforts within a budget, sales and marketing. The four person sales department at Fusion began selling commercials this past semester which makes it a rarity among student operated stations.

Obviously we will retain licensee control and oversight for the students.