

# EEO Public File Report for April 1, 2016-March 31, 2017

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:

<b>Call Sign</b>	<b>Community</b>	<b>FIN</b>
WTAW	College Station, TX	87145
KZNE	College Station, TX	07632
KNDE	College Station, TX	07631
KWBC	College Station, TX	40912
KAGC	Bryan, TX	16983
KPWJ	Kurten, TX	166036
KVMK	Wheelock, TX	189519
WTAW-FM	Buffalo, TX	190405
KKEE-FM	Centerville, TX	191507

A: Full Time Vacancies filled during the past year
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Job Title	Date filled	Source of hire	Persons interviewed
<b>Announcer</b>	<b>9/2016</b>	<b>All Access</b>	<b>6</b>

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

Recruitment Source for <b>Announcer</b> Position	Interviewees from this source	Positions hired from this source
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90265	4	
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	0	
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	2	
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	0	
Total	6	

# Outreach Activity Description Form

Year: 2017 Activity: Center for Independent Living Internship

Description: The Brazos Valley Center for Independent Living arranges for individuals with disabilities to gain job skills within our community. They will place interns in our business for a four week period so that they can be exposed to workplace skills.

In 2016 we began our outreach with a young visually impaired student who asked to be taught the skills required to be a telephone screener for our sports talk shows.

We will have two more of these students placed in our workplace this year.

# Outreach Activity Description Form

Year: 2017 Activity: Continuing Broadcast Internships (now Student Workers)

Description: 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.

# Outreach Activity Description Form

Year: 2017 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. This 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: 2017 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 sports assistant to begin full time work in our news department. 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 6 members of our staff to attend broadcast conventions and outside-the-station training.

# Outreach Activity Description Form

Year: 2017 Activity: Job Fair Co-Sponsorship

Annually we co-sponsor the local Chamber of Commerce spring job fair. The last event was April 2016 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: 2017 Activity: Job Fair/Career Training Participation

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 Operations Director has conducted one-on-one air check sessions with the students.

# Outreach Activity Description Form

Year: 2017 Activity: Other Actions Fusion Radio: [www.fusionradiohd.com](http://www.fusionradiohd.com)

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.

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 STL 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, remotes, and play-by-play sports.

Obviously we retain licensee control and oversight for the students.