

EEO Public File Report for April 1, 2018-March 31, 2019

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	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
--

Job Title	Date filled	Source of hire	Persons interviewed
Navasota TX Announcer	3/2018	Promotion	3
Navasota TX Announcer	6/2018	Promotion	3
Morning Host	9/2018	All Access	4
Afternoon Host	10/2018	All Access	8

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

Recruitment Source for Afternoon Host Position	Interviewees from this source	Positions hired from this source
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90265	8	Afternoon Host
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	0	
Total	8	

Recruitment Source for Morning Host Position	Interviewees from this source	Positions hired from this source
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90265	4	Morning Host
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	0	
Total		

Recruitment Source for Navasota TX Announcer (1) Position	Interviewees from this source	Positions hired from this source
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	1	
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	0	
Internal Promotion	2	Navasota TX Announcer (1) Navasota TX Announcer (2)
Total		

Recruitment Source for Navasota TX Announcer (2) Position	Interviewees from this source	Positions hired from this source
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	1	
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	0	
Internal Promotion	2	Navasota TX Announcer (1) Navasota TX Announcer (2)
Total		

Outreach Activity Description Form

Year: 2019 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 2018 we continued our outreach with a young visually impaired student who asked to be generally introduced to our procedures. Ultimately, he wanted to learn in our graphics department. By the use of extreme magnification screens he used a workstation and practiced design using Adobe InDesign for our printed material

Outreach Activity Description Form

Year: 2019 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 are currently participating members of the NAB Technology Internship Grant Program and are employing one technically oriented student in order to train them to find a job as a broadcast technician.

Outreach Activity Description Form

Year: 2019 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: 2019 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 hire from major markets. 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 7 members of our staff to attend broadcast conventions and outside-the-station training.

Outreach Activity Description Form

Year: 2019 Activity: Job Fair Co-Sponsorship

Annually we co-sponsor the local Chamber of Commerce spring job fair. The last event was April 2018 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: 2019 Activity: Job Fair/Career Training Participation

In the past 12 months, we have spoken to classes and organizations of students about careers in Broadcasting. We have spoken about hiring and training issues and recommendations of how to apply and find a job in broadcasting.

April 18, 2018 Workforce Career Expo for high school students (12 PM class)

April 18, 2018 Workforce Career Expo for high school students (1:30PM class)

Nov 10, 2018 Southwest Newsroom Workshop for journalism students

Feb 21, 2018 Texas A&M student run radio group

Dec 12, 2018 Leadership Brazos Arts/Communications Day