

EEO Public File Report for
April 1, 2017-March 31, 2018

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
Magazine Salesperson	1/2018	Radio Blog posting	4
Sales Manager	1/2018	Recruited	1
Morning Show Host	10/2017	All Access	6
Radio Salesperson 1	3/2018	KNDE Advertisement	4
Radio Salesperson 2	3/2018	The Eagle Newspaper	4

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	6	1
	0	
	0	
	0	
Total	6	

Recruitment Source for Magazine Salesperson Position	Interviewees from this source	Positions hired from this source
Broadcast Advertisement	3	
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	0	
Website Posting	1	1
Total	4	

Recruitment Source for Radio Salesperson 1 Position	Interviewees from this source	Positions hired from this source
Broadcast over BBC Stations	2	1
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	1	
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	1	
Total	4	

Recruitment Source for Radio Salesperson 2 Position	Interviewees from this source	Positions hired from this source
Broadcast advertisement BBC Stations	2	
The Eagle (newspaper) Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	1	1
Aggieland Help Wanted One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	1	
Total	4	

Outreach Activity Description Form

Year: 2018 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 2017 we continued our outreach with an impaired student who asked to be taught the skills required to be an on air announcer.

Outreach Activity Description Form

Year: 2018 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. In 2017 we accommodated two students employed who have expressed a desire to expand their role in broadcasting upon graduation.

Outreach Activity Description Form

Year: 2018	Activity: Scholarship Program
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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 \$3,000 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: 2018	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 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. In 2018 two of our student workers were offered full time positions with the stations which they accepted

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

Outreach Activity Description Form

Year: 2018	Activity: Job Fair Co-Sponsorship
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Annually we co-sponsor the local Chamber of Commerce spring job fair. The last event was April 2017 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: 2018 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. In 2017 we addressed a Country Radio Seminar in Nashville on training new talent.

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

Outreach Activity Description Form

Year: 2018 Activity: Other Actions Fusion Radio: 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. The program was put on hiatus in July to evaluate student interest in it being on on-going program or offered from time to time.