

# EEO Public File Report for March 2005-March 2006

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	Navasota, TX	40912
KAGC	Bryan, TX	16983

## A: Full Time Vacancies filled during the past year

1) Job Title: Salesperson                      Date Filled: 11/2005

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

The hire was an exigent circumstance. A uniquely qualified individual came to the station's attention when there was no opening, and a position was created for her. The new hire did not fill an existing (nor anticipated) vacancy on staff.

## Total Number of Persons Interviewed for all Fulltime Vacancies Filled

N/A

## Total Number of Interviewees by recruitment source:

N/A

# Outreach Activity Description Form

Year: 2006 Activity: Continuing Broadcast Internships
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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 of the afternoon newscasts are a part of their duties. We routinely employ three students as news interns.

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.

This year we were referred a high school senior and added her to the existing college internship programs.

As this area is so dominated by students, we extended an opportunity to a construction science student to take part in a graded internship program. Our station is in the process of building a new broadcast facility and saw an opportunity to add an internship program that was not a traditional journalism based one. We worked with the Texas A&M College of Architecture to develop this one-time position for a student.

# Outreach Activity Description Form

Year: 2006 Activity: Scholarship Program

Description: The company is a member of 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 a Vice President of the TBEF and has served on the scholarship committee. 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 8 \$2,000 scholarship to students studying broadcasting or broadcast journalism in Texas schools.

# Outreach Activity Description Form

Year: 2006 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. Our programs are a mixture of internal and external training.

Specifically, a board operator who wanted to move into the technical side of broadcasting was given a job as an engineering intern, shadowing our existing engineer. We paid for the necessary trips and training via the NAB and SBE seminars and eventually he became our Chief Engineer.

We offer an open opportunity for any of our promotional assistants to move onto a track that provides skills and training for full time employment at the stations. We have promoted two women through this program. One to a position as a salesperson another to the position of sales assistant. We pay for attending conventions for exposure to issues in broadcasting as well as shadowing current full-time employees. We also made use of the Texas Association of Broadcasts "AE Bootcamp" entry level sales training seminars for exposure to the activities in the sales department. Unfortunately, the TAB no longer offers this program quarterly.

We have provided management training to members of our on-air staff that allowed our midday announcer to assume the duties of Program Director. It was her first management experience in broadcasting. Likewise we have extended a job offer to one of our part-time promotional assistants who is a graduating senior at Texas A&M.

# Outreach Activity Description Form

Year: 2006 Activity: Job Fair Co-Sponsorship

Annually we co-sponsor with the local Chamber of Commerce the spring job fair. The last event was April 13<sup>th</sup> 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 full co-sponsor contributing resources, airtime, and staff to the event.

# Outreach Activity Description Form

Year: 2006 Activity: Job Bank Listings

It is the written policy of the stations to provide notice of vacancy for every management position and sales position to the following job banks:

National Association of Broadcasters

American Women in Radio and TV of Austin, Texas

National Association of Black College Broadcasters

Texas Association of Broadcasters

Goods Entertainment/VoiceHunter.com (on-air staff only)

Jobs for Aggies : Department of Student Financial Aid

Internal Posting for existing employees

The Eagle Newspaper (general circulation in Bryan/College Station)

# Outreach Activity Description Form

Year: 2006 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 (this year we have one student employee interning at MTV Networks and another at CMTV Radio). We also accommodate different schedules on different days of the week.