

EEO Public File Report for April 1, 2007-March 31, 2008

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

A: Full Time Vacancies filled during the past year

1) Job Title: Salesperson	Date Filled: 1/2008	recruited
2) Job Title: Announcer	Date Filled: 12/2007	Internal candidate
3) Job Title: News Director	Date Filled: 4/2007	TAB Website
4) Job Title: Program Director	Date Filled: 12/2007	Internal candidate

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

Recruitment Source	Total Number of Interviewees from this source	Positions filled from this source
Texas Association of Broadcasters Website Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	4	News Director
NAB Education Foundation Website 1771 N Street NW Washington, DC 20036	1	
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90265	4	
Back to Basics Magazine Eugene Smith 4417 Old Hearne Road Bryan, Texas 77803	0	
Goods Entertainment PO Box 1266 Weston, CT, 06883	0	
National Association of Hispanic Journalists Job Bank 1000 National Press Building 529 14th St., NW Washington, DC 20045-2001,	0	

American Women in Radio & TV Website Career Line 8405 Greensboro Drive, Suite 800 McLean, VA 22102	0	
Internal Posting Lesley Henton/Ben Downs 979 695 9595	2	Announcer, Program Director
National Association of Black Journalists NABJobs Online 8701-A Adelphi Road, Adelphi, MD 20783	1	
The Eagle Classified Advertising Department 1729 Briarcrest Drive P.O. Box 3000 Bryan, TX 77802	0	
Total Interviews	12	

Outreach Activity Description Form

Year: 2008 Activity: Continuing Broadcast Internships

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. In the past year we employed three students from Texas A&M.

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.

Outreach Activity Description Form

Year: 2008 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 a Vice 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.

Outreach Activity Description Form

Year: 2008 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, we have promoted a part-time promotional assistant to begin full time work working in traffic and scheduling promotional staff.

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. In the relevant year we have promoted two women through this program. One to a full-time position in traffic and billing, and another to a full-time position on-air and managing promotional assistants and scheduling promotions. We pay for attending conventions for exposure to issues in broadcasting as well as shadowing current full-time employees.

Outreach Activity Description Form

Year: 2008 Activity: Job Fair Co-Sponsorship

Annually we co-sponsor with the local Chamber of Commerce the spring job fair. The last event was May 1st 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 co-sponsor contributing resources and airtime for the event along with the BCS Chamber of Commerce.

Outreach Activity Description Form

Year: 2008 Activity: Job Bank Listings
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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

National Association of Black Journalists

Texas Association of Broadcasters

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: 2008 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 (during the relevant year we assisted in placing a news department intern with a new job as researcher with Talk Radio Network in Washington). We also accommodate different schedules on different days of the week by encouraging job sharing between student employees.

Outreach Activity Description Form

Year: 2008 Activity: Job Fair/Career Day Participation

In the past 12 months, we have attended three sponsored job fairs. These are attended by Allison Brown our promotions coordinator.

May 1, 2007: Chamber of Commerce Job Fair, College Station

October 10, 2007: Youth to Career Fair, Texas A&M University

October 24, 2007: Communication Career Services, University of Texas, Austin