

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:

Call Sign	Community	Facility ID #
KBLZ	Winona, TX	79247
KAZE	Ore City, TX	57626
KAPW	White Oak, TX	78631

A: Full Time Vacancies filled during the past year			
Job Title	Date Filled	Source of Hire	Persons Inteviered
Announcer	Aug. 2016	Walk-in	4
Announcer	Apr. 2016	Staff Referral	4
Salesperson	Dec. 2016	Indeed	18
Salesperson	Dec. 2016	Indeed	18
Salesperson	Dec, 2016	Website/On Air	18
Sales Manager	Oct. 2016	TAB	3

B1: Recruitment Referral Sources Used to Seek Candidates For Announcer Position			
Recruitment Source	Applicants from this source	Interviewees from this source	Position hired from source
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	2	1	
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90625	2	0	
Tyler morning Telegraph 412 West Erwin Tyler, TX 75702	3	0	
TAB Job Fair Texa State Colege San Marcos, TX	3	0	
KBLZ/KAZE/KAPW On Air/Website 212 Grande Blvd., Suite B100 Tyler, TX 75703	13	1	
University of Texas Tyler 3900 University Blvd Tyler, TX 75799	0	0	
Hispanic Business Alliance 315 N. Broadway Tyler, TX 75701	1	1	
Texas College 2404 Grand Ave Tyler, Texas 75702	0	0	
Kilgore College 1100 Broadway Blvd Kilgore, TX 75662	0	0	
Tyler NAACP P.O. Box 12079 Tyler, TX 75712	0	0	
STAFF Referral/Walk-in	1	1	1

Total	25	4	1
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B2: Recruitment Referral Sources Used to Seek Candidates For Announcer Position

Recruitment Source	Applicants from this source	Interviewees from this source	Position hired from source
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	1	1	
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90625	1	1	
Tyler morning Telegraph 412 West Erwin Tyler, TX 75702	2	0	
KBLZ/KAZE/KAPW On Air/Website 212 Grande Blvd., Suite B100 Tyler, TX 75703	2	0	
University of Texas Tyler 3900 University Blvd Tyler, TX 75799	1	0	
Hispanic Business Alliance 315 N. Broadway Tyler, TX 75701	2	1	
Texas College 2404 Grand Ave Tyler, Texas 75702	0	0	
Kilgore College 1100 Broadway Blvd Kilgore, TX 75662	0	0	
Staff Referral/Walk-in	3	1	1
Total	12	4	1

B3: Recruitment Referral Sources Used to Seek Candidates For 3 Sales Positions

Recruitment Source	Applicants from this source	Interviewees from this source	Position hired from source
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	12	3	
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90625	0	0	
Tyler morning Telegraph 412 West Erwin Tyler, TX 75702	2	1	
KBLZ/KAZE/KZTK On Air/Website 212 Grande Blvd., Suite B100 Tyler, TX 75703	16	5	
University of Texas Tyler 3900 University Blvd Tyler, TX 75799	1	0	
Hispanic Business Alliance 315 N. Broadway Tyler, TX 75701	0	0	
Texas College 2404 Grand Ave Tyler, Texas 75702	0	0	
Kilgore College 1100 Broadway Blvd Kilgore, TX 75662	0	0	
Staff Referral 212 Old Grande Blvd., Suite B-100 Tyler, TX 75703	2	0	
Indeed.com	54	9	3
Total	86	18	3

B4: Recruitment Referral Sources Used to Seek Candidates For Sales Manager Position

Recruitment Source	Applicants from this source	Interviewees from this source	Position hired from source
Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701	3	2	1
All Access All Access Music Group 28955 Pacific Coast Highway Malibu, CA 90625	0	0	
Tyler morning Telegraph 412 West Erwin Tyler, TX 75702	1	1	
KBLZ/KAZE/KZTK On Air/Website 212 Grande Blvd., Suite B100 Tyler, TX 75703	3	0	
University of Texas Tyler 3900 University Blvd Tyler, TX 75799	0	0	
Hispanic Business Alliance 315 N. Broadway Tyler, TX 75701	0	0	
Texas College 2404 Grand Ave Tyler, Texas 75702	0	0	
Kilgore College 1100 Broadway Blvd Kilgore, TX 75662	0	0	
Staff Referral 212 Old Grande Blvd., Suite B-100 Tyler, TX 75703	2	0	
Total	9	3	1

Year: 2016-17 Activity: Internships

Description: We are located in a metro area of 325,000 people and five colleges. University of Texas Tyler, Texas College, Tyler JR College, Kilgore College and Letourneau University. We have instituted an internship program that employs students from these schools of higher learning both paid and non-paid positions. In this report period we have paid one intern from Tyler Junior College.

Students are recruited by opportunity postings on student bulletin boards and through job placement services on the campuses. We typically start the program at the beginning of

each school year. Students who can continue from one semester to the next are given first chance at the jobs. This reporting period the station agreed to an internship from the Tyler Junior College, Tyler, TX.

Outreach Activity Description Form

Year: 2016-17 Activity: Scholarship Program

Description: The company is a member Texas Association of Broadcasters. The Texas Broadcast Education Foundation is an arm of the TAB. A member of our staff is past Chairman of the organization and participates in the selection of the scholarship awards. Each year the TBEF awards a total of eight scholarships of \$2,000 each to students studying broadcasting and/or broadcast journalism in Texas Schools. Our stations also work with McDonalds locally to present \$1000 scholarships to local high school juniors and seniors to help with college expense.

Outreach Activity Description Form

Year: 2016-17 Activity: Employee Training

Description: As a small market with University student population from four colleges, 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.

In past years we have promoted a part-time traffic assistant to begin full time work scheduling commercials. Another part-time student worker was promoted to full time employment at the stations. We encourage shadowing current full-time 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.

Outreach Activity Description Form

Year: 2016-17 Activity: Job Fair/Career Day Participation

In the past 12 months, we have attended three sponsored job fairs.

September 2016 Career Fair at Texas College Tyler, TX

September 2016 Business EXPO Longview Chamber of Commerce

March 2016 TAB Job Fair San Antonio College, San Antonio, TX