

# KRNH (FM), KSYU (FM), KKVR (FM)

## EEO Public File Report

April 1, 2011 to March 31, 2012

### I. Vacancy List

See Section II. the "Master Recruitment Source List ("MRSL") for recruitment source data

	<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1	Account Executive	1,2, 5, 7, 8, 9, 10, 11, 25, 28 & 30	25
2	IT Director	1,2, 5, 7, 8, 9, 10, 11, 25, 28 & 30	28
3	Office Manager	1,2, 5, 7, 8, 9, 10, 11, 25, 28 & 30	30
4	Account Executive	1,2, 5, 7, 8, 9, 10, 11, 25, 28 & 30	25
5	KKVR Morning Personality	1,2, 5, 7, 8, 9, 10, 11, 25, 28 & 30	28
6	Account Executive	1,2, 5, 7, 8, 9, 10, 11, 25, 28 & 30	25

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### II. Master Recruitment Source List ("MRSL")

	<b>Recruitment Source</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by Source over 12-month period</b>
1	<b>Station Websites</b> (One or more SEU Stations) <a href="http://www.theranch92fm.com/index.php">http://www.theranch92fm.com/index.php</a> <a href="http://www.sunnyradio965.com/">http://www.sunnyradio965.com/</a> <a href="http://www.theriver1061.com/">http://www.theriver1061.com/</a> <a href="http://www.ranchradiogroup.com/">http://www.ranchradiogroup.com/</a>	No	3
2	<b>Texas Association of Broadcasters</b> Job Bank 502 E. 11th Street Suite 200 Austin, TX 78701 512.322.9944 Craig Bean, <a href="mailto:craig@tab.org">craig@tab.org</a>	Yes	
3	<b>Radio Advertising Bureau</b> 1320 Greenway Dr. Suite 500 Irving, TX 75038 800.998.5158, 972.753.6756 <a href="http://www.rab.com">http://www.rab.com</a>	No	
4	<b>All Access Music Group</b> Job Bank 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310.457.6616 (P) <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	Yes	
5	<b>Texas Workforce Commission</b> 1700 Sidney Baker Suite 500 Kerrville, TX 78028 830.257.3172 <a href="http://www.workforcesolutionsalamo.org/">http://www.workforcesolutionsalamo.org/</a>	Yes	

6	<b>Craigslist Online Community</b> 1381 9th Avenue San Francisco, CA 94122 415.566.6394 info@craigslist.org <a href="http://sanantonio.craigslist.org/">http://sanantonio.craigslist.org/</a>	No	
7	<b>Kerrville Daily Times</b> 429 Jefferson Street Kerrville, Texas 78028 830.896.7000 <a href="http://www.dailytimes.com">http://www.dailytimes.com</a>	Yes	2
8	<b>Fredericksburg Standard Radio Post</b> 712 West Main/P.O. Box 1639 Fredericksburg, TX 78624 830.997.2155 <a href="http://www.fredericksburgstandard.com">http://www.fredericksburgstandard.com</a>	No	
9	<b>The Boerne Star</b> 941 North School Street Boerne, TX 78006 830.249.2441 <a href="http://www.boernestar.com">http://www.boernestar.com</a>	No	
10	<b>The Bandera Bulletin</b> 1110 Main Street/P.O. Box 697 Bandera, TX 78003 830.796.3718 <a href="http://www.banderabulletin.com">http://www.banderabulletin.com</a>	No	
11	<b>The Bandera County Courier</b> 1210 Hackberry/P.O. Box 1704 Bandera, TX 78003 830.796.9799 <a href="http://www.bccourier.com/">http://www.bccourier.com/</a>	No	

12	<b>Comfort News</b> 704 High Street #B Comfort, TX 78013 830.995.3634	No	
13	<b>West Kerr Current</b> 107-A Hwy 39 Ingram, TX 78025 830.367.3501 <a href="http://wkcurrent.com/">http://wkcurrent.com/</a>	No	
14	<b>Kerrville Area Chamber of Commerce</b> Job Bank 1700 Sidney Baker, #100 Kerrville, TX 78028 830.896.1155 <a href="http://kerrvilletx.com/">http://kerrvilletx.com/</a>	Yes	
15	<b>Fredericksburg Texas Chamber of Commerce</b> 302 East Austin Fredericksburg, TX 78624 830.997.6523 <a href="http://www.fredericksburg-texas.com/">http://www.fredericksburg-texas.com/</a>	Yes	
16	<b>Boerne Texas Chamber of Commerce</b> Job Bank 121 South Main Boerne, TX 78006 830.249.8000 <a href="http://www.boerne.org/">http://www.boerne.org/</a>	Yes	
17	<b>Bandera County Texas Chamber of Commerce</b> 331 Main Street/P.O. Box 2445 Bandera, TX 78003 830.796.3280 <a href="http://www.banderatex.com">http://www.banderatex.com</a>	Yes	

18	<p><b>The Comfort Chamber of Commerce</b>  731 Texas 27  Comfort, TX 78013  830.955.3131  <a href="http://www.comfort-texas.com/">http://www.comfort-texas.com/</a></p>	No	
19	<p><b>West Kerr County Chamber of Commerce</b>  3186 Junction Highway  Ingram, TX 78025  830.367.4322  <a href="http://www.wkcc.com/">http://www.wkcc.com/</a></p>	No	
20	<p><b>Alamo City Black Chamber of Commerce</b>  600 Hemisfair Plaza Way, #204-09  San Antonio, TX 78205  210.226.9055  <a href="http://ecssa-dev.com/chambers/">http://ecssa-dev.com/chambers/</a></p>	No	
21	<p><b>San Antonio Hispanic Chamber of Commerce</b>  200 East Grayson St # 203  San Antonio, TX 78215  210.225.0462  <a href="http://www.sahcc.org/">http://www.sahcc.org/</a></p>	No	
22	<p><b>Capital City African American Chamber of Commerce</b>  5407 N. IH-35 #304  Austin, TX 78723  512.459.1181  <a href="http://www.capcitychamber.org/">http://www.capcitychamber.org/</a></p>	No	
23	<p><b>Greater Austin Hispanic Chamber of Commerce</b>  2800 South IH-35 Suite 260  Austin, TX 78704  512.476.7502  <a href="http://www.gahcc.org/">http://www.gahcc.org/</a></p>	No	

24	<b>Schreiner University</b> Christina Martinez/Assoc Dean Student Affairs/Director of Career Services 2100 Memorial Blvd. Kerrville, TX 78028 830.792.7281 CIMartinez@schreiner.edu <a href="http://www.schreiner.edu/">http://www.schreiner.edu/</a>	No	
25	<b>On-Air Announcements (one or more SEU Stations)</b>	Yes	5
26	<b>Internal Promotion/Transfer</b>	Yes	
27	<b>Word-of-Mouth Referral</b>	No	
28	<b>Walk-in</b>	No	2
29	<b>Unknown Referral Source</b>	No	
30	<b>Job Fair</b>	No	1

**Total Interviewees Over 12-Month Period**

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### III. Recruitment Initiatives

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Activity: Employee Training	We offer an opportunity for all of our part-time employees to learn skills through training in all areas of radio station operation in order to enable them to upgrade to full-time employment at the station. Our part-time staff is encouraged to obtain additional skills by shadowing our full-time employees.
2	Activity: Job Bank Listings	The Station(S) provide notice of job vacancies and openings for every management, sales, office and programming positions to the following job banks - Texas Association of Broadcasters, All Access Music Group, Texas Workforce Commission and Local Chambers of Commerce.
3	Activity: Paid/Non-paid Internships	The Station(S) provide opportunities for area high school and college students to serve in the role of an internship. During the applicable period, we had no applicants.
4	Activity: Reliable Staffing Job Fair	The Ranch Radio Group Management staff participated in an all-day job-fair hosted by Reliable Staffing, at the River Hills Mall, on Friday September 16, 2011.