

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

EEO Public File Report

April 1, 2012 to March 31, 2013

I. Vacancy List

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

	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
1	Sports/Account Executive	1, 2, 4, 5, 7, 8, 9, 10, 11, 25, 27, 28 & 30	27
2	General Manager	1, 2, 4, 5, 7, 8, 9, 10, 11, 25, 27, 28 & 30	27
3	Account Executive	1, 2, 4, 5, 7, 14, 15, 16, 25, 27, 28 & 30	30
4	Account Executive	1, 2, 4, 5, 6, 7, 14, 15, 16, 20, 21, 22, 23, 25, 27, 28 & 30	27
4	KRNH Morning Show Host	1, 2, 4, 5, 6, 7, 14, 15, 16, 20, 21, 22, 23, 25, 27, 28 & 30	2
4	IT Director/Content Writer	1, 2, 4, 5, 6, 7, 14, 15, 16, 20, 21, 22, 23, 25, 27, 28 & 30	Un Filled

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II. Master Recruitment Source List ("MRSL")

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

6	Craigslist Online Community 1381 9th Avenue San Francisco, CA 94122 415.566.6394 info@craigslist.org http://sanantonio.craigslist.org/	No	
7	Kerrville Daily Times 429 Jefferson Street Kerrville, Texas 78028 830.896.7000 http://www.dailytimes.com	Yes	4
8	Fredericksburg Standard Radio Post 712 West Main/P.O. Box 1639 Fredericksburg, TX 78624 830.997.2155 http://www.fredericksburgstandard.com	No	1
9	The Boerne Star 941 North School Street Boerne, TX 78006 830.249.2441 http://www.boernestar.com	No	
10	The Bandera Bulletin 1110 Main Street/P.O. Box 697 Bandera, TX 78003 830.796.3718 http://www.banderabulletin.com	No	
11	The Bandera County Courier 1210 Hackberry/P.O. Box 1704 Bandera, TX 78003 830.796.9799 http://www.bccourier.com/	No	

12	Comfort News 704 High Street #B Comfort, TX 78013 830.995.3634	No	
13	West Kerr Current 107-A Hwy 39 Ingram, TX 78025 830.367.3501 http://wkcurrent.com/	No	
14	Kerrville Area Chamber of Commerce Job Bank 1700 Sidney Baker, #100 Kerrville, TX 78028 830.896.1155 http://kerrvilletx.com/	Yes	
15	Fredericksburg Texas Chamber of Commerce 302 East Austin Fredericksburg, TX 78624 830.997.6523 http://www.fredericksburg-texas.com/	Yes	
16	Boerne Texas Chamber of Commerce Job Bank 121 South Main Boerne, TX 78006 830.249.8000 http://www.boerne.org/	Yes	4
17	Bandera County Texas Chamber of Commerce 331 Main Street/P.O. Box 2445 Bandera, TX 78003 830.796.3280 http://www.banderatex.com	Yes	

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

24	Schreiner University Christina Martinez/Assoc Dean Student Affairs/Director of Career Services 2100 Memorial Blvd. Kerrville, TX 78028 830.792.7281 CIMartinez@schreiner.edu http://www.schreiner.edu/	No	
25	On-Air Announcements (one or more SEU Stations)	Yes	3
26	Internal Promotion/Transfer	Yes	
27	Word-of-Mouth Referral	No	2
28	Walk-in	No	1
29	Unknown Referral Source	No	
30	Job Fair	No	1

Total Interviewees Over 12-Month Period

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III. Recruitment Initiatives

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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: Ranch Radio Group Job Fair	The Ranch Radio Group hosted an open job fair on March 29, 2013 at the Ranch Radio Group Offices. The Job Fair was publicized on KRNH, KSYU and KKVR.