

KTTX/KWHI-AM
Annual EEO Public File Report

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: KTTX and KWHI-AM in Brenham, TX., and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this Report covers the time period beginning April 1, 2019 to and including March 31, 2020 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by KTTX and KWHI-AM during the “Applicable Period”;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the “Applicable Period”;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the “Applicable Period”, and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules;

**Appendix 1 to
Annual EEO Public File Report
KTTX/KWHI-AM**

Covering the Period from April 1, 2019 to March 31, 2020

Stations Comprising Station Employment Unit: KTTX and KWHI-AM in Brenham, Texas

Section 1: Vacancy Information

Full-time Positions Filled by Job Title:	Recruitment Source of Hiree:	Total # of Interviewees from All Sources for This Position:
1. Sales Account Executive (6/2/19 – 7/22/19)	KTTX Radio	6
2. Sales Account Executive (11/1/19 – 1/6/20)	KTTX Radio	7
3. Sales Account Executive (11/1/19 – 1/7/20)	Indeed.com (same pool as #2)	(7)
4. Copywriter (11/22/19 – 1/27/20)	KWHI Radio & Indeed.com	7
5. Copywriter (11/22/19 – 3/3/20)	Internal Posting (same pool as #4)	(7)
Total # of Persons Interviewed During Applicable Period:		20

**Appendix 2 to
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Covering the Period from April 1, 2019 to March 31, 2020

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Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total # of Interviewees This Source Has Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
A. KTTX 106.1 Radio Tom D. Whitehead (tom@ktex.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	3	1, 2, 3, 4, 5
B. Brenham Banner Press Newspaper Classified Ad Dept. (classified@brenhambanner.com) 2430 Stringer Rd. Brenham, TX 77833 Ph. (979) 836-7956 Fax (979) 836-0727	0	1
C. KWHI 1280 Radio Tom D. Whitehead (tom@ktex.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	2	1, 2, 3, 4, 5
D. KTTX 106.1 Website (ktex.com) Mark Whitehead (mark@ktex.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	0	1, 2, 3, 4, 5
E. Internal Station Posting Tom D. Whitehead (tom@ktex.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	3	1, 2, 3, 4, 5
F. KWHI-AM 1280 Website (kwhi.com) Mark Whitehead (mark@ktex.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	1	1, 2, 3, 4, 5
G. Facebook posting Mark Whitehead (mark@kwhi.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	0	1, 2, 3, 4, 5
H. Indeed.com Rich Pineda (rpineda@indeed.com) Client Onboarding Strategist 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78570 (480)327-4302	12	1, 2, 3, 4, 5

**Appendix 3 to
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Covering the Period from April 1, 2019 to March 31, 2020

Stations Comprising Station Employment Unit: KTTX and KWHI-AM in Brenham, Texas

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by KTTX and KWHI-AM:**

1. KTTX and KWHI hosted the Washington County Chamber of Commerce Leadership Class on a tour of the station facilities on Thursday, April 11th, 2019. From 3:00 to 4:00 p.m. the 29 adults were separated into 3 groups and given a tour of the stations. They learned the process of how an ad gets “on the air”, from the sale through copywriting to production. DJ’s from both stations gave tours of their control rooms and explained the differences between AM and FM radio. They also learned the job descriptions of station personnel.
2. KTTX and KWHI were co-sponsors of and participated in the Bryan/College Station Chamber of Commerce 2019 Spring Job Fair on Wednesday, May 1, 2019 from 1:00 to 4:00 p.m. at the Brazos Center in Bryan. KTTX promoted the Job Fair in advance with 50 recorded ads, 25 recorded promotional ads, and 50 live DJ liners and on the ktex.com website April 8 – May 1. An interview about the event was also aired on the “Morning Express” on KTTX on April 26th between 8:00 and 9:00 a.m. KTTX broadcast live from the Job Fair an hour before it started, from 12:00 noon - 1:00 p.m. KWHI promoted the Job Fair in advance with 50 recorded ads and 15 live DJ liners. KWHI also aired news stories about the event. KTTX Promotion Director Holly Ryder did the live broadcast and manned the booth, answering questions about job availability, educational requirements and training. She spoke with approximately 60 individuals and received 13 applications from the event.
3. KTTX promoted, co-sponsored and participated in the 21st Annual “B/CS Youth to Career Fair” on Wednesday, October 16th, 2019 at the Brazos County Expo Complex in Bryan. The event was held from 9:00 a.m. to 2:30 p.m. with approximately 2800 students from 15 area schools in attendance. KTTX Promotion Director Holly Ryder manned the station booth, answering questions from 8th grade students about job availability, salary, educational requirements and training. Holly also brought equipment from the station for students to look at and get “hands on” experience seeing how things work. The Bryan/College Station Chamber of Commerce sponsored the event. KTTX promoted the appearance with 40 live promotional mentions in advance of the event, plus put the information on the KTTX website.
4. KTTX and KWHI co-sponsored the Washington County “Red, White and You” Statewide Hiring Fair on Thursday, November 7th, 2019. The event was held at the Washington County Fairgrounds Event Center from 10:00 a.m. to 2:00 p.m. and hosted by the Washington County Chamber of Commerce, City of Brenham, Washington County, and Brazos Valley Workforce Solutions. KTTX promoted the event in advance with 30 recorded promotional ads, 30 live DJ liners, and a listing on the ktex.com website October 17th – November 7th. An interview about the event also aired on the “Morning Express” on KTTX on October 29th between 8:00 and 9:00 a.m. KWHI aired 30 live DJ liners along with news stories about the event. Washington County Chamber of Commerce President Wende Ragonis and Brenham Economic Development Director Susan Cates also appeared on KWHI’s “Community Corner” program on Tuesday, October 29th between 9:00 and 9:30 a.m. At the event, Promotion Director Holly Ryder manned the KTTX/KWHI booth answering questions from job seekers about salary, educational requirements and training for a career in radio. She spoke with approximately 65 people and received 10 applications.