

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, 2021 to and including March 31, 2022 (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, 2021 to March 31, 2022

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. Copywriter (4/21/21 – 5/31/21)	KTTX Radio	6
2. Disc Jockey (3/15/21 – 6/27/21)	Indeed.com	7
3. Disc Jockey (12/1/21 – 1/14/22)	Internal Posting (originally KTTX Radio)	9
4. Sports Director (12/1/21 – 1/14/22)	Internal Posting	17
5. Sales Account Manager (2/2/22 – 2/18/22)	KTTX Radio	6
Total # of Persons Interviewed During Applicable Period:		45

**Appendix 2 to
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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	5	1, 2, 3, 4, 5
B. KWHI 1280 Radio Tom Whitehead (tom@ktex.com) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	1	1, 2, 3, 4, 5
C. Texas Association of Broadcasters (tab.com) Beth Bobbitt (beth@tab.org) Ph. (512) 322-9944 Fax (512) 322-0522	17	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 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
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	0	1, 2, 3, 4, 5
G. Indeed.com Rich Pineda (rpineda@indeed.com) Client Onboarding Strategist 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78570 (480)327-4302	18	1, 2, 3, 4, 5

H. Shane Media Services Pam Shane (pamshane@shanemedia.com) 2500 Tanglewilde, Suite 106 Houston, TX 77063 (713) 299-8013	0	2, 3
I. Brenham Banner Press Newspaper Helen Nowicki 2430 Stringer St. Brenham, TX 77833 (979) 836-7956	0	1, 2
J. Handshake – Stephen F. Austin State University	1	2, 3
Sam Houston State University	0	2, 3
Texas Christian University	0	2, 3
Baylor University	0	2, 3
P.O. Box 40770 San Francisco, CA 94140		
K. Facebook.com 1 Hacker Way Menlo Park, CA 94025 650-853-1300	1	1, 2, 3, 4,

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

1. Job Fair: KTTX and KWHI helped promote and participated in the Workforce Solutions Job Fair Tuesday, August 17, 2021 from 10:00 a.m. to 1:00 p.m. at Fireman's Training Center in Brenham. The event offered employers with an opportunity to showcase their companies to central Texans who are in the job market. KTTX and KWHI promoted the job fair with live public service announcements, promotional ads, live DJ liners, news stories, as well as a posting on the stations' websites. Promotion Director & DJ Crystal Januhowski manned the KTTX and KWHI booth, answering questions from job seekers about salary, educational requirements, and training for a career in radio. She spoke with approximately eight from the event and four applications were received.

2. Internship Program: KTTX/KWHI created a paid internship position for NYU Tisch School of the Arts student Sarah Kaase in the Promotions and Copywriting Departments. From May 24 – August 20, 2021 Sarah assisted the Promotions Director in preparing liner cards for the DJs, create posters for station promotions, write biographies, and gathered public service announcements. Sarah learned how to post events and photos to the website, write scripts promoting businesses, and file sales orders. In the Copywriting Department, she wrote radio advertising scripts.

3. Job Fair: KTTX and KWHI co-sponsored the Navasota Grimes County – Business Expo & Job Fair on Thursday, September 23, 2021. The event was held at the Grimes County Expo Center in Navasota from 4:00 to 7:00 p.m. KTTX promoted the event in advance with 30 recorded promotional ads, a posting on the stations' websites Aug. 23rd – Sept. 23rd. KWHI aired 30 live DJ liners and also aired news stories about the event. Promotion Director & DJ Crystal Januhowski manned the KTTX and KWHI booth answering questions from job seekers about salary, educational requirements and training for a career in radio. She spoke with approximately 10 from the event. No applications were received from this event.

4. Job Fair: KTTX and KWHI co-sponsored and participated in the B/CS Chamber of Commerce 2021 Fall Job Fair held on Tuesday, October 5, 2021 from 1:00 to 4:00 p.m. at the Brazos County Expo Center in Bryan. Employers from business fields such as medical, engineering, and construction were present and offered information about their company along with on-site interviews. KTTX promoted the Job Fair in advance with 50 recorded ads, 50 recorded promotional ads, 50 live DJ liners, and a posting on the stations' websites Sept. 6th – Oct. 5th. An interview about the event was also aired on the "Morning Express" on KTTX Sept. 10th between 8:00 and 9:00 a.m. KWHI promoted the Job Fair in advance with 50 recorded ads and 30 live DJ liners. KWHI also aired news stories about the event. KTTX Promotion Director & DJ Crystal Januhowski manned the booth while answering questions about job availability, educational requirements, and training. She spoke with approximately 60 from the event. No applications were received from this event.

5. Job Fair: KTTX co-sponsored and participated in the B/CS Chamber Youth to Career Fair on Wednesday, October 20, 2021 at the Brazos County Expo Center in Bryan from 9:00 a.m. - 2:30 p.m. Promotions Director & DJ Crystal Januhowski manned the KTTX booth, answering questions from 8th grade students about job availability, salary, educational requirements, and training. The KTTX booth was visited by at least 2,800 students from 15 schools. KTTX promoted the event in advance with 40 live DJ mentions and on the KTTX website. No applications were received from this event.

6. **Job Fair:** KTTX & KWHI co-sponsored and participated in the Brenham High School College, Career, and Military Fair on Monday, October 25, 2021 from 9:00 – 11:00 a.m. at Brenham High School. Promotions Director & DJ Crystal Januhowski manned the KTTX/KWHI booth, answering questions from high school students about job availability, salary, educational requirements, and training. KTTX and KWHI promoted the event in advance with live DJ mentions and information on both websites. No applications were received from this event.

7. **Job Fair:** KTTX and KWHI co-sponsored the 10th Annual Washington County “Red, White, and You” Statewide Hiring Fair on Thursday, November 4th, 2021. The event was held at the Fireman’s Training Center in Brenham from 10:00 a.m. to 2:00 p.m. KTTX promoted the event in advance with 30 recorded promotional ads and listed the event on both websites Oct. 4th – Nov. 4th. KWHI aired 30 live DJ liners and also aired news stories about the event. Promotion Director & DJ Crystal Januhowski 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 five from the event. Three applications were received from this event.

8. **Job Fair:** KTTX and KWHI helped promote the Part-Time Employers Job Fair Tuesday, January 25, 2022 from 11:00 a.m. to 2:00 p.m. at The Blinn Student Center in Brenham. The event offered employers with an opportunity to showcase their companies to the public and Blinn College Students. KTTX and KWHI promoted the job fair with live public service announcements, live DJ liners, news stories, as well as a posting on the stations’ websites. Promotion Director & DJ Crystal Januhowski manned the KTTX and KWHI booth, answering questions from job seekers about educational requirements and training for a career in radio. No applications were received from this event.