

**EEO PUBLIC FILE REPORT (April 1, 2005 - March 31, 2006)**

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public file annually on the anniversary of the deadline for filing its license renewal application.

**A. Full-Time Vacancies Filled During Past Year**

|   |                              |
|---|------------------------------|
| <b>1. Job Title:</b> Account Executive/Marketing Consultant | <b>Date Filled:</b> 04/04/05 |
| <b>2. Job Title:</b> Account Executive/Marketing Consultant | <b>Date Filled:</b> 06/15/05 |
| <b>3. Job Title:</b> Account Executive/Marketing Consultant | <b>Date Filled:</b> 08/15/05 |
| <b>4. Job Title:</b> Production Director/Copywriter         | <b>Date Filled:</b> 10/24/05 |
| <b>5. Job Title:</b> Receptionist/Traffic Assistant         | <b>Date Filled:</b> 12/05/05 |
| <b>6. Job Title:</b> Sales Assistant/Account Executive      | <b>Date Filled:</b> 01/18/06 |
| <b>7. Job Title:</b> Producer/On-Air Personality            | <b>Date Filled:</b> 02/01/06 |
| <b>8. Job Title:</b> Account Executive/Marketing Consultant | <b>Date Filled:</b> 03/22/06 |

**B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

|  |                       |                              |              |                               |
|--|-----------------------|------------------------------|--------------|-------------------------------|
| <b>1. Job Title:</b> Account Executive/Marketing Consultant      |                       | <b>Date Filled:</b> 04/04/05 |              |                               |
| <b>Source</b>  | <b>Contact Person</b> | <b>Address</b>               | <b>Tel #</b> | <b>Referred Person Hired?</b> |
| Word of Mouth Referral from Members of Local Broadcast Community |                       |                              |              | Yes                           |
| See Attached Recruitment Sources                                 |                       |                              |              | No                            |
| <b>2. Job Title:</b> Account Executive/Marketing Consultant      |                       | <b>Date Filled:</b> 06/15/05 |              |                               |
| <b>Source</b>  | <b>Contact Person</b> | <b>Address</b>               | <b>Tel #</b> | <b>Referred Person Hired?</b> |
| Word of Mouth Referral from Members of Local Broadcast Community |                       |                              |              | Yes                           |
| See Attached Recruitment Sources                                 |                       |                              |              | No                            |
| <b>3. Job Title:</b> Account Executive/Marketing Consultant      |                       | <b>Date Filled:</b> 08/15/05 |              |                               |
| <b>Source</b>  | <b>Contact Person</b> | <b>Address</b>               | <b>Tel #</b> | <b>Referred Person Hired?</b> |
| Word of Mouth Referral from Members of Local Broadcast Community |                       |                              |              | Yes                           |
| See Attached Recruitment Sources                                 |                       |                              |              | No                            |
| <b>4. Job Title:</b> Production Director/Copywriter              |                       | <b>Date Filled:</b> 10/24/05 |              |                               |
| <b>Source</b>  | <b>Contact Person</b> | <b>Address</b>               | <b>Tel #</b> | <b>Referred Person Hired?</b> |
| Word of Mouth Referral from Members of Local Broadcast Community |                       |                              |              | Yes                           |
| See Attached Recruitment Sources                                 |                       |                              |              | No                            |
| <b>5. Job Title:</b> Receptionist/Traffic Assistant              |                       | <b>Date Filled:</b> 12/05/05 |              |                               |

| Source  | Contact Person | Address  | Tel #               | Referred Person Hired?          |
|---|----------------|--|---------------------|---------------------------------|
| The person occupying the position resigned without giving adequate notice. Due to the immediate need to fill this position, we chose to transfer an experienced person from another department to this position without recruiting. |                |  |                     |                                 |
| <b>6. Job Title:</b> Account Executive/Marketing Consultant   |                |  | <b>Date Filled:</b> | 01/18/06                        |
| Source  | Contact Person | Address  | Tel #               | Referred Person Hired?          |
| Texas Workforce Commission  | Blanca Garza   | 520 N. Staples, Corpus Christi, Tx               | 361-882-7491        | Yes                             |
| See Attached Recruitment Sources  |                |  |                     | No                              |
| <b>7. Job Title:</b> Producer/On-Air Personality  |                |  | <b>Date Filled:</b> | 02/01/06                        |
| Source  | Contact Person | Address  | Tel #               | Referred Person Hired?          |
| Two on-air personnel resigned simultaneously, due to exigent circumstances we filled the position without recruiting  |                |  |                     |                                 |
| <b>8. Job Title:</b> Account Executive/Marketing Consultant   |                |  | <b>Date Filled:</b> | 03/22/06                        |
| Source  | Contact Person | Address  | Tel #               | Referred Person Hired?          |
| Word of Mouth Referral from Members of Local Broadcast Community  |                |  |                     | Yes                             |
| TAB Career Expo   | Craig Bean     | 502 E. 11th Street, Ste. 200 Austin, Tx<br>78701 | 512-322-9944        | No                              |
| See Attached Recruitment Sources  |                |  |                     | No                              |
| C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):   |                |  |                     | 66                              |
| D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Source:  |                |  |                     |                                 |
| Referral Source   | Contact Person | Address  | Tel #               | Number of Interviewees Referred |
| Del Mar College   | Irene Gacia    | 101 Baldwin, Corpus Christi, Tx                  | 361-698-1970        | 2                               |
| TAB   | Craig Bean     | 502 E. 11th Street, Ste. 200 Austin, Tx<br>78701 | 512-322-9944        | 12                              |
| TAB Career Expo   | Craig Bean     | 502 E. 11th Street, Ste. 200 Austin, Tx<br>78701 | 512-322-9944        | 6                               |
| Texas Workforce Commission  | Blanca Garza   | 520 N. Staples, Corpus Christi, Tx               | 361-882-7491        | 36                              |
| Word of Mouth Referral from Members of Local Broadcast Community  |                |  |                     | 10                              |
| E. Outreach Activities  |                |  |                     |                                 |
| Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.                   |                |  |                     |                                 |
| TAB Career Expo (February 17, 2006)   |                |  |                     |                                 |
| Participate in local college and university Intern Programs. Nicholas Russo, Del Mar College  |                |  |                     |                                 |
| School mentoring/shadow program: Students from Flour Bluff Middle School  |                |  |                     |                                 |
| School speaking engagements: Odem High School Career Day, Tuloso-Midway High School Career Day, Sinton High School Career Day, Port Aransas High School Career Day, Travis Elementary Career Day                                    |                |  |                     |                                 |

## Recruitment Sources

|   |                              |
|---|------------------------------|
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| <b>3. Job Title:</b> Account Executive/Marketing Consultant | <b>Date Filled:</b> 08/15/05 |
| <b>4. Job Title:</b> Production Director/Copywriter         | <b>Date Filled:</b> 10/24/05 |
| <b>6. Job Title:</b> Sales Assistant/Account Executive      | <b>Date Filled:</b> 01/18/06 |
| <b>8. Job Title:</b> Account Executive/Marketing Consultant | <b>Date Filled:</b> 03/22/06 |

The licensee is continually updating and evaluating the effectiveness of our recruitment efforts and the response rates from the list below of sources. It invites any organizations reading this report to contact us to be added to the list in order that they may refer qualified applicants.

The following recruitment sources were utilized to seek candidates for the preceding job vacancies:

Texas Assn. of Broadcasters, 502 E. 11<sup>th</sup> Street, Austin, TX 78701, 512-322-9944

Texas Workforce Commission, 520 N. Staples, Corpus Christi, TX 78401, 361-882-7491

Del Mar College, Job Placement Center, 101 Baldwin, Corpus Christi, TX 78404, 361-698-1970

Texas A&M University – Corpus Christi, 6300 Ocean Drive, Corpus Christi, TX 78412, 361-825-2628

Texas A&M University – Kingsville, Career Services, MSC 101, Kingsville, TX 78363-8202, 361-593-3218

Asian American Journalists Assn., Career Placement, 1765 Sutter St., Suite 100, San Francisco, CA 94115, 415-346-2051

Media Career of Minorities, Talent Bank, 825 Seventh Ave., 3<sup>rd</sup> Floor, New York, NY 10019

National Assn. of Black Sales Professionals, 503 S. Oak Park Ave., Chicago, IL 60304

[National Assn. of Broadcasters, Human Resources, 1771 N. Street, NW, Washington, D.C. 20036-2891, www.nab.org](http://www.nab.org)

National Assn. of Hispanic Journalists, National Press Bldg., 529 14<sup>th</sup> Street N.W., Suite 634, Washington, D.C. 20045, 202-662-7145

[United Minority Media Association, 6025 Prospect Ave., Suite 206, Kansas City, MO 64130, www.umma.net](http://www.umma.net)

Minority Media and Telecommunications Council, 3636 16<sup>th</sup> Street N.W., Suite AG-34, Washington, D.C. 20010

National Assn. of Black Journalists, Career Placement, 3100 Taliaferro Hall, University of Maryland, College Park, MD 20742-7717

Hispanic Link News Service, 1420 N. Street N.W., Washington, D.C. 20005

National Urban League, Black Executive Exchange Program, 120 Wall Street, New York, NY 10005