

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> 2.16.12
<b>2. Job Title:</b> Promotion Mgr	<b>Date Filled:</b> 8.27.12
<b>3. Job Title:</b> On-Air Talent	<b>Date Filled:</b> 7.2.12
<b>4. Job Title:</b> Account Executive/Marketing Consultant	<b>Date Filled:</b> 8.6.12
<b>5. Job Title:</b> Account Executive/Marketing Consultant	<b>Date Filled:</b> 12.3.12

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

**1. Job Title:** Account Executive/Marketing Consultant **Date Filled:** 2.16.12/8.6.12/12.3.12

Source	Contact Person	Address	Tel #	Referred Person Hired?
Coastal Bend Help Wanted	website	coastalbendhelpwanted.com		No
On-air Recruitment	Rodney Brown	2117 Leopard Street, Corpus Christi, TX 78408	361-561-2333	No
KZFM-KKBA-KEYS	website	2118 Leopard Street, Corpus Christi, TX 78408	361-561-2334	No
WorkInTexas.com	Mary Castanon	5858 S. Padre Island Dr Suite #1 C.C., TX. 78415	361.882.7491	No
craigslist.org		craigslist.com		No
Corpus Christi ADSACK		2660 S. Padre Island C.C., TX 78415	361.854.0137	No
TAB		502 E. 11th Street, Ste. 200 Austin, Tx 78701		Yes
TA&MUCC	Jessica McGlothlin	6300 Ocean Drive, Corpus Christi, TX 78412	361.825.2628	Yes
On-air Recruitment	Rodney Brown	2117 Leopard Street, Corpus Christi, TX 78408	361-561-2333	No
See Attached Recruitment Sources				

**2. Job Title:** Promotion Mgr **Date Filled:** 8.27.12

Source	Contact Person	Address	Tel #	Referred Person Hired?
Coastal Bend Help Wanted	website	coastalbendhelpwanted.com		No
WorkInTexas.com	Mary Castanon	5858 S. Padre Island Dr Suite #1 C.C., TX. 78415	361.882.7491	No
TAB		502 E. 11th Street, Ste. 200 Austin, Tx 78701		Yes
TA&MUCC	Jessica McGlothlin	6300 Ocean Drive, Corpus Christi, TX 78412	361.825.2628	Yes
On-air Recruitment	Rodney Brown	2117 Leopard Street, Corpus Christi, TX 78408	361-561-2319	Yes
See Attached Recruitment Sources				No

**3. Job Title:** On-Air Talent **Date Filled:** 7.2.12

Source	Contact Person	Address	Tel #	Referred Person Hired?
Texas Workforce Commission	Blanca Garza	520 N. Staples, Corpus Christi, TX 78401	361-882-7491	No
TAB		502 E. 11th Street, Ste. 200 Austin, Tx 78701		Yes
WorkInTexas.com	Mary Castanon	5858 S. Padre Island Dr Suite #1 C.C., TX. 78415	361.882.7491	No
TA&MUCC	Jessica McGlothlin	6300 Ocean Drive, Corpus Christi, TX 78412	361.825.2628	Yes
On-air Recruitment	Rodney Brown	2117 Leopard Street, Corpus Christi, TX 78408	361-561-2333	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):

28

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
Texas A&M University - Corpus Christi	Sara Lopez	6300 Ocean Drive, Corpus Christi, TX 78412	361-825-5518	2
TAB	Craig Bean	502 E. 11th Street, Ste. 200 Austin, Tx 78701	512-322-9944	1
Coastal Bend Help Wanted		coastalbendhelpwanted.com		9
Texas Workforce Commission	Blanca Garza	520 N. Staples, Corpus Christi, TX 78401	361-882-7491	8
On-air Recruitment	Rodney Brown	2117 Leopard Street, Corpus Christi, TX 78408	361-561-2333	8

#### 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.

Career fair participant: Texas A&M University-Corpus Christi (October 3, 2012) Veronica Moreno Business Mgr/ Daniel Luna Promotion Director

Job Fair Host-Mansion Royale May 15, 2012 & Nov. 7, 2012

Participate in local college and university Intern Programs: Texas A&M University - Corpus Christi (September 2012 - present)

College visit: Del Mar College -Social Media Seminar (March 2013) Rodney Brown, General Manager & Gino Flores , Program Director discussed the impact of social media on broadcasting and the employment opportunities created with this new segment of digital business.

Student at Risk seminar at station	Various Staff	Group of student were brought in to inform them of employment opportunities in broadcasting.
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Texas A&M Kingsville	Gino Flores, Program Director	Visit with the School Of Communications to recruit and discuss job opportunities
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Paul Weyland Training	Sales Staff	Training to improve skills and effectiveness.
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RAB Certification            Provided training to production staff for copywriting which in turn allowed Production Mgr. Doug Kesterson to become certified copy writer.

ESPN BENCHWARMERS-On Air show which gives individuals in the community the opportunity to participate and experience broadcasting. Both college students and graduates have been guest disk jockeys who have turned their experience into employment opportunities.

**Recruitment Sources**

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

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

[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

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

Coastal Bend Help Wanted Dot Com, [www.coastalbendhelpwanted.com](http://www.coastalbendhelpwanted.com) website

**MALKAN INTERACTIVE COMMUNICATIONS 2117 LEOPARD CORPUS CHRISTI TX 78408 (RADIO ANNOUNCEMENTS)**

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.