

Federal Communications Commission

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Account number: 567364

Description: FCC 396 FOR PERIOD 3/22/05-3/21/06
Application Reference Number: 20070314ABR
Successfully filed at Mar 14 2007 2:50PM

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20070314ABR
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee TEXAS A&M UNIVERSITY-COMMERCE				
Mailing Address PO BOX 4504				
City COMMERCE	State or Country (if foreign address) TX	Zip Code 75429 - 4504		
Telephone Number (include area code) 9038865848	E-Mail Address (if available) BILL_OLIVER@TAMU-COMMERCE.EDU			
	Facility ID Number 18260	Call Sign KETR		
TYPE OF BROADCAST STATION: (if applicable)	<table border="1"> <tr> <td data-bbox="487 818 949 998"> Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International </td> <td data-bbox="966 818 1473 998"> Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV </td> </tr> </table>		Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

- ☒ New Program Report
- ☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KETR	18260		COMMERCE, TX	

☐ AM ☒ FM ☐ TV

☐ Yes ☒ No
CONTACT PERSON IF OTHER THAN LICENSEE

Name BILL OLIVER		Street Address PO BOX 4504	
City COMMERCE	State TX	Zip Code 75429-4504	Telephone Number 9038865848

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during ☐ Yes ☒ No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and

correct.

Signed	Name of Respondent BILL OLIVER
Title KETR GENERAL MANAGER	Telephone No. (include area code) 9038865848
Date 3/14/2007	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KEN CRUTCHFIELD	Title: HUMAN RESOURCES DIRECTOR, TEXAS A&M UNIVERSITY-COMMERCE
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: KETR PUBLIC FILE REPORTS 03/22/2005-3/22/2006 AND 3/22/04-3/22/05

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT FOR KETR-FM, COMMERCE, TX

LICENSEE: TEXAS A&M UNIVERSITY-COMMERCE

FOR THE PERIOD FROM 3/22/05 THROUGH 3/21/06

THIS REPORT IS REQUIRED BY FCC RULES AND REGULATIONS AND IS PLACED INTO THE KETR PUBLIC FILE AND ON THE KETR WEB PAGE (WWW.KETR.ORG). QUESTIONS ABOUT THIS REPORT AND REQUESTS TO RECEIVE NOTICES OF FULL TIME OPENINGS CAN BE MAILED TO THE GENERAL MANAGER, KETR RADIO, BOX 4504, COMMERCE, TX 75429-4504.

THE FCCS EEO RULE REQUIRES THIS REPORT CONTAIN THE FOLLOWING INFORMATION:

- 1)A LIST OF ALL FULL-TIME JOBS FILLED BY KETR, IDENTIFIED BY JOB TITLE.
- 2)FOR EACH SUCH VACANCY, A LIST OF ALL THE RECRUITMENT SOURCES USED TO SEEK POTENTIAL CANDIDATES FOR THE VACANCY, CORRESPONDING CONTACT INFORMATION FOR EVERY SOURCE, AND THE RECRUITMENT SOURCE THAT REFERRED THE PEOPLE HIRED FOR EACH VACANCY. KETR HAS RECEIVED NO REQUESTS TO SEND NOTICES OF JOB VACANCIES.
- 3)DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES DURING THE PRECEDING YEAR.
- 4)FOR EACH RECRUITMENT SOURCE THE STATION USED TO SEEK POTENTIAL CANDIDATES FOR ALL VACANCIES FILLED DURING THE YEAR, THE TOTAL NUMBER OF PERSONS REFERRED BY EACH SOURCE THAT KETR INTERVIEWED FOR ALL VACANCIES.
- 5)DESCRIPTIONS OF NON-JOB SPECIFIC OUTREACH INITIATIVES COMPLETED DURING THE YEAR BY KETR, PURSUANT TO SECTION 73.2080(C) (2) OF THE FCC RULES.

DURING THIS REPORTING PERIOD, KETR HAD 1 FULL TIME JOB OPENING:

- 1)DEVELOPMENT COORDINATOR (POSTED DECEMBER 2005)- ADVERTISEMENTS WERE PLACED WITH THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE ([HTTP://WWW7.TAMU-COMMERCE.EDU/JOB-LINE/PROFESS.HTM](http://www7.tamu-commerce.edu/job-line/profess.htm)), [WWW.HIGHERED.COM](http://www.highered.com), AND THE KETR WEBSITE ([WWW.KETR.ORG](http://www.ketr.org)). 2 APPLIED, BOTH FROM THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE. HIRED FOR THIS POSITION WAS SEAN MCENANY, WHO LEARNED OF THIS POSITION FROM THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE. THE CONTACT PERSON AT THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES OFFICE IS DIRECTOR KEN CRUTCHFIELD. THE POSTING ON [WWW.KETR.ORG](http://www.ketr.org) WOULD HAVE BEEN THROUGH THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES OFFICE. AND THE POSTING AT [WWW.HIGHERED.COM](http://www.highered.com) WAS DONE ELECTRONICALLY, NO PERSONAL CONTACT WAS MADE. NO WAS WAS REFERRED TO THE POSITION FROM THE [KETR.ORG](http://www.ketr.org) OR [HIGHERED.COM](http://www.highered.com) WEBSITES.

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT FOR KETR-FM, COMMERCE, TX

LICENSEE: TEXAS A&M UNIVERSITY-COMMERCE

FOR THE PERIOD FROM 3/22/04 THROUGH 3/21/05

PURSUANT TO REPORTING REQUIREMENTS FROM THE FEDERAL COMMUNICATIONS COMMISSION, THIS POSTING SERVES AS PUBLIC NOTIFICATION THAT KETR FM HAD 2 JOB VACANCIES DURING THIS TIME

PERIOD.

POSITION #1-KETR DEVELOPMENT COORDINATOR

RECRUITING SOURCES: TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES OFFICE AND WEBSITE WWW.TAMU-COMMERCE.EDU, DALLAS MORNING NEWS (508 YOUNG STEET, DALLAS TX 75202 214-977-7943), COMMERCE JOURNAL AND GREENVILLE HERALD-BANNER (PO BOX 6000, GREENVILLE TX 75403, 903-455-4220), SULPHUR SPRINGS NEWS-TELEGRAM (PO BOX 598, SULPHUR SPRINGS, TX 75483, 903-885-8663), PARIS NEWS (5050 SE LOOP 286, PARIS TX 75460, 903-785-8744), AND TEXAS ASSOCIATION OF BROADCASTERS JOB OPENINGS WEBSITE (WWW.TAB.ORG). INTERVIEWED 6 CANDIDATES, HIRED LU KINDBLADE. EEO CONTACT IS HUMAN RESOURCES DIRECTOR KEN CRUTCHFIELD AT TEXAS A&M UNIVERSITY-COMMERCE.

POSITION #2-KETR UNDERWRITING COORDINATOR. HIRING PROCESS HAS NOT BEGUN ON THIS POSITION.

Attachment 2

Exhibit 3

Description: KETR EEO NARRATIVE FOR 03/22/2005-03/21/2006 AND 03/22/04-03/21/05

KETR PARTICIPATED IN THE FOLLOWING EMPLOYMENT RECRUITMENT ACTIVITIES COVERING THE PERIOD 3/22/04 THROUGH 3/21/06:

1)KETR ON-AIR AND OFF-AIR WORKERS INCLUDE STUDENTS FROM THE RADIO-TELEVISION DEPARTMENT AT TEXAS A&M UNIVERSITY-COMMERCE. THIS FULFILLS THE FCC REQUIREMENT OF AN INTERNSHIP PROGRAM DESIGNED TO ASSIST MEMBERS OF THE COMMUNITY TO ACQUIRE SKILLS NEEDED FOR BROADCAST EMPLOYMENT.

2)ALL KETR FULLTIME EMPLOYEES, WHO ARE EMPLOYED BY TEXAS A AND M UNIVERSITY-COMMERCE, ARE REQUIRED BY THE TEXAS A&M UNIVERSITY SYSTEM TO TAKE HUMAN RESOURCES TRAINING CLASSES. TO RECEIVE CREDIT FOR THE COURSE, A GRADE OF 100% CORRECT ANSWERS IS REQUIRED. CURRICULUM IN THESE CLASSES INCLUDES MATERIALS THAT FULFILLS THE FCC REQUIREMENT OF THE METHODS OF ENSURING EQUAL EMPLOYMENT OPPORTUNITY AND PREVENTING DISCRIMINATION.

3)TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES, REPRESENTING KETR AND OTHER UNIVERSITY DEPARTMENTS, SPONSORS JOB FAIRS EACH FEBRUARY AND OCTOBER. THIS FULFILLS THE FCC REQUIREMENT OF PARTICIPATION IN AT LEAST FOUR EVENTS OR PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATED TO CAREER OPPORTUNITIES IN BROADCASTING.

4)TEXAS A&M UNIVERSITY-COMMERCE HOSTS A UNIVERSITY DAY PROSPECTIVE STUDENT EVENT TWICE A YEAR, ONCE DURING THE FALL SEMESTER AND ONCE DURING THE SPRING SEMESTER. KETR STUDIOS ARE OPEN TO THE PUBLIC AND STAFF IS ON HAND TO GIVE TOURS AND ANSWER QUESTIONS ABOUT STUDENT INTERNSHIPS AND BROADCAST CAREERS. THIS FULFILLS THE FCC REQUIREMENT OF PARTICIPATION IN AT LEAST FOUR EVENTS OR PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATED TO CAREER OPPORTUNITIES IN BROADCASTING.

Attachment 3
