

Federal Communications Commission

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**Description: FCC FORM 396-BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
PROGRAM REPORT**

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BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

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Federal Communications Commission
Washington, D.C. 20554Approved 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.

- 20080313ACL

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)

Commercial Broadcast Station

☐ Radio☐ TV☐ Low Power TV☐ International

Noncommercial Broadcast Station

☒ Educational Radio☐ Educational TV**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

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.

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

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DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during 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)? ☐ Yes ☒ No

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 3/13/2008	

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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

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-PERF, 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.

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CDBS - Exhibit 2

Description: KETR EEO REPORTS 3/22/07 THROUGH 3/21/08 AND 3/22/06 THROUGH 3/21/07

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

LICENSEE: TEXAS A&M UNIVERSITY-COMMERCE

FOR THE PERIOD FROM 3/22/07 THROUGH 3/21/08

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 FCC 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 RECEIVED NO REQUESTS DURING THIS PERIOD TO SEND JOB VACANCIES TO ORGANIZATIONS THAT DISTRIBUTES INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES TO JOB SEEKERS OR REFERS JOB SEEKERS TO EMPLOYERS.
- 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 ANY NON-JOB SPECIFIC OUTREACH INITIATIVES COMPLETED DURING THE LAST TWO YEARS.

DURING THIS REPORTING PERIOD, KETR HAD 3 FULL TIME JOB OPENINGS:

- 1) PROGRAMMING AND UNDERWRITING MANAGER (POSTED JANUARY 2007 AND WITHDRAWN APRIL 2007):

ADVERTISEMENTS WERE PLACED WITH THE DALLAS SOCIETY FOR VISUAL COMMUNICATORS, THE DALLAS MORNING NEWS, GREENVILLE HERALD-BANNER, ROCKWALL HERALD-BANNER, ROYSE CITY HERALD-BANNER, COMMERCE JOURNAL, MT. PLEASANT DAILY TRIBUNE, PARIS NEWS, SULPHUR SPRINGS NEWS-TELEGRAM, AND THE STAR COMMUNITY NEWSPAPERS (FRISCO ENTERPRISE, MCKINNEY COURIER-GAZETTE, CELINA RECORD, AND ALLEN AMERICAN). THE OPENING WAS ALSO POSTED WITH THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES JOBLINE WEBSITE (HTTP://WWW7.TAMU-COMMERCE.EDU/JOB-LINE/PROFESS.HTM PROFESS.HTM), THE TEXAS A&M UNIVERSITY SYSTEM JOB WEBSITE (HTTP://TAMUS.EDU/JOBS/), TEXAS ASSOCIATION OF BROADCASTERS (HTTP://WWW.TAB.ORG/JOB-BANK-SEEKERS.PHP), THE NATIONAL ALLIANCE OF STATE BROADCASTERS ASSOCIATION WEBSITE (WWW.CAREERPAGE.ORG), THE EDUCATION WEBSITE WWW.HIGHERED.COM, THE BROADCAST INDUSTRY WEBSITE WWW.ALLACCESS.COM, AND THE KETR WEBSITE, WWW.KETR.ORG.

THE CONTACT PERSON AT THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES OFFICE IS DIRECTOR KEN CRUTCHFIELD. THE POSTING ON WWW.KETR.ORG WOULD HAVE BEEN THROUGH THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES OFFICE. THE CONTACT PERSON AT THE DALLAS MORNING NEWS IS SHERRY. THE CONTACT PERSON AT THE GREENVILLE HERALD-BANNER, COMMERCE JOURNAL, ROCKWALL HERALD-BANNER, AND ROYSE CITY HERALD-BANNER IS SHELLY. THE CONTACT AT THE SULPHUR SPRINGS NEWS-TELEGRAM IS ANGIE DUNN. THE CONTACT PERSON FOR THE STAR COMMUNITY NEWSPAPERS IS TIM CULBERSON. THE CONTACTS AT THE FOLLOWING LOCATIONS WOULD HAVE BEEN THROUGH THE CLASSIFIED AD OFFICES: DALLAS SOCIETY FOR VISUAL COMMUNICATIONS, PARIS NEWS, AND MT. PLEASANT DAILY TRIBUNE. THE CONTACT PERSON AT THE TEXAS ASSOCIATION OF BROADCASTERS IS CRAIG BEAN. AND THE POSTINGS AT WWW.HIGHERED.COM, ALLACCESS.COM, AND WWW.CAREERPAGE.ORG WERE DONE ELECTRONICALLY, NO PERSONAL CONTACT WAS MADE.

THERE WERE 7 APPLICANTS FOR THIS POSITION, 1 USING WWW.ALLACCESS.COM, 2 USING THE A&M-COMMERCE JOBLINE WEBSITE, AND 4 WHO DID NOT CITE WHERE THEY LEARNED OF THE OPENING. THE POSITION WAS WITHDRAWN BEFORE APPLICANTS WERE SCREENED FOR INTERVIEWS. THE PROGRAM-UNDERWRITING MANAGER WAS REPLACED WITH THE POSITION OF OPERATIONS MANAGER. ALL OF THE APPLICANTS FOR THIS POSITION WERE NOTIFIED OF THE POSITION WITHDRAWAL AND 4 OF THE 7 APPLIED FOR THE NEW POSITION.

2) OPERATIONS MANAGER (POSTED APRIL 2007)

ADVERTISEMENTS WERE PLACED WITH THE DALLAS MORNING NEWS WEBSITE (WWW.DALLASNEWS.COM/JOBCENTER), HERALD-BANNER PUBLICATIONS (GREENVILLE HERALD-BANNER, COMMERCE JOURNAL, ROCKWALL HERALD-BANNER, AND ROCKWALL HERALD-BANNER), THE PARIS NEWS, THE SULPHUR SPRINGS NEWS-TELEGRAM, NATIONAL PUBLIC RADIOS WEB-BASED JOB LISTINGS (HTTPS://WEBDACS1.NPRSAT.ORG), CORPORATION FOR PUBLIC BROADCASTING WEB-BASED JOB LISTINGS (HTTP://WWW.CPB.ORG/JOBLINE), TEXAS ASSOCIATION OF BROADCASTERS WEB-BASED JOBLINE (WWW.TAB.ORG/JOB-BANK), THE NATIONAL ALLIANCE OF STATE BROADCASTERS ASSOCIATION WEBSITE (WWW.CAREERPAGE.ORG), THE PUBLIC BROADCASTERS MANAGEMENT ASSOCIATION WEBSITE (HTTP://WWW.PBMA.ORG/JOBS), THE NATIONAL EDUCATIONAL TELECOMMUNICATIONS ASSOCIATION (HTTP://WWW.NETAONLINE.ORG/JOBS), THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES JOBLINE (HTTP://WWW.TAMU-COMMERCE.EDU/HREEO/JOB/JOBPOSTING.ASP), THE TEXAS A&M UNIVERSITY SYSTEM JOB WEBSITE (HTTP://TAMUS.EDU/JOBS/), THE EDUCATION WEBSITE WWW.HIGHERED.COM, THE BROADCAST INDUSTRY WEBSITE WWW.ALLACCESS.COM, AND THE KETR WEBSITE, WWW.KETR.ORG.

THE CONTACT PERSON AT THE A&M-COMMERCE HUMAN RESOURCES OFFICE WAS DIRECTOR KEN CRUTCHFIELD. THE POSTINGS ON WWW.KETR.ORG, WWW.HIGHERED.COM, AND HTTP://TAMUS.EDU/JOBS/ WOULD HAVE BEEN THROUGH THE A&M-COMMERCE HUMAN RESOURCES OFFICE. THE CONTACT AT HERALD-BANNER PUBLICATIONS, THE PARIS NEWS, AND THE SULPHUR SPRINGS NEWS-TELEGRAM ARE NOT KNOWN. THE CONTACT AT THE PUBLIC BROADCASTERS MANAGEMENT ASSOCIATION WAS MARY ANNE SCHUESSLER. THE CONTACT AT THE TEXAS ASSOCIATION OF BROADCASTERS WAS CRAIG BEAN. THE REMAINING POSTINGS WERE DONE ELECTRONICALLY WITH NO PERSONAL CONTACT BEING MADE.

THERE WERE 15 APPLICANTS FOR THIS POSITION. 4 RESPONDED TO THE AD PLACED ONLINE AT DALLASNEWS.COM/JOBCENTER, 2 RESPONDED TO THE A&M-COMMERCE JOBLINE WEBSITE, 2 REPLIED AFTER BEING NOTIFIED OF THE OPENING BY GENERAL MANAGER BILL OLIVER, 2 WERE REFERRED BY THE SPORTS INFORMATION DIRECTOR AT A&M-COMMERCE, 1 RESPONDED FROM THE TEXAS ASSOCIATION OF BROADCASTERS JOB BANK, AND 4 DID NOT STATE WHERE THEY LEARNED OF THE POSITION. TWO WERE INTERVIEWED FOR THE POSITION. ONE LEARNED OF THE OPENING FROM THE A&M-COMMERCE JOB WEBSITE AND 1 WHO REPLIED AFTER BEING NOTIFIED

OF THE OPENING BY GENERAL MANAGER BILL OLIVER. HIRED FOR THIS POSITION WAS KEVIN JEFFERIES, WHO LEARNED OF THE JOB FROM THE A&M-COMMERCE JOB WEBSITE.

3)NEWS DIRECTOR (POSTED JULY 2007)

ADVERTISEMENTS WERE PLACED WITH HERALD-BANNER PUBLICATIONS (GREENVILLE HERALD-BANNER, COMMERCE JOURNAL, ROCKWALL HERALD-BANNER, AND ROCKWALL HERALD-BANNER), THE PARIS NEWS, THE SULPHUR SPRINGS NEWS-TELEGRAM, THE MT. PLEASANT DAILY TRIBUNE, STAR COMMUNITY NEWSPAPERS (FRISCO ENTERPRISE, MCKINNEY COURIER-GAZETTE, CELINA RECORD, AND ALLEN AMERICAN), NATIONAL PUBLIC RADIOS WEB-BASED JOB LISTINGS ([HTTPS://WEBDACS1.NPRSAT.ORG](https://webdacs1.nprsat.org)), TEXAS ASSOCIATION OF BROADCASTERS WEB-BASED JOBLINE ([WWW.TAB.ORG/JOB-BANK](http://www.tab.org/job-bank)), THE NATIONAL ALLIANCE OF STATE BROADCASTERS ASSOCIATION WEBSITE ([WWW.CAREERPAGE.ORG](http://www.careerpage.org)), THE PUBLIC BROADCASTERS MANAGEMENT ASSOCIATION WEBSITE ([HTTP://WWW.PBMA.ORG/JOBS](http://www.pbma.org/jobs)), THE NATIONAL EDUCATIONAL TELECOMMUNICATIONS ASSOCIATION ([HTTP://WWW.NETAONLINE.ORG/JOBS](http://www.netaonline.org/jobs)), THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES JOBLINE ([HTTP://WWW.TAMU-COMMERCE.EDU/HREEO/JOB/JOBPOSTING.ASP](http://www.tamu-commerce.edu/hreeo/job/jobposting.asp)), THE TEXAS A&M UNIVERSITY SYSTEM JOB WEBSITE ([HTTP://TAMUS.EDU/JOBS/](http://tamus.edu/jobs/)), THE EDUCATION WEBSITE [WWW.HIGHERED.COM](http://www.highered.com), THE BROADCAST INDUSTRY WEBSITE [WWW.ALLACCESS.COM](http://www.allaccess.com), AND THE KETR WEBSITE, [WWW.KETR.ORG](http://www.ketr.org).

THE CONTACT PERSON AT THE A&M-COMMERCE HUMAN RESOURCES OFFICE WAS DIRECTOR KEN CRUTCHFIELD. THE POSTINGS ON [WWW.KETR.ORG](http://www.ketr.org), [WWW.HIGHERED.COM](http://www.highered.com), AND [HTTP://TAMUS.EDU/JOBS/](http://tamus.edu/jobs/) WOULD HAVE BEEN THROUGH THE A&M-COMMERCE HUMAN RESOURCES OFFICE. THE CONTACTS AT HERALD-BANNER PUBLICATIONS, THE SULPHUR SPRINGS NEWS-TELEGRAM, THE MT. PLEASANT DAILY TRIBUNE, AND STAR COMMUNITY NEWSPAPERS ARE NOT KNOWN. THE CONTACT AT THE PUBLIC BROADCASTERS MANAGEMENT ASSOCIATION WAS MARY ANNE SCHUESSLER. THE CONTACT AT THE TEXAS ASSOCIATION OF BROADCASTERS WAS CRAIG BEAN. THE REMAINING POSTINGS WERE DONE ELECTRONICALLY WITH NO PERSONAL CONTACT BEING MADE.

THERE WERE 4 APPLICANTS FOR THIS POSITION, 1 FROM THE [WWW.HIGHERED.COM](http://www.highered.com) WEBSITE, 1 WHO INDICATED THEY FOUND THE POSITION ON THE WEB BUT NOT A SPECIFIC LOCATION, 1 FROM GENERAL MANAGER BILL OLIVER, AND 1 WHO DID NOT INDICATE A SOURCE. 2 OF THE 4 APPLICANTS WERE INTERVIEWED, 1 WHO LEARNED OF THE POSITION FROM MR. OLIVER AND 1 WHO FOUND THE POSITION ON THE WEB BUT NOT A SPECIFIC LOCATION. HIRED WAS SCOTT HARVEY, WHO PREVIOUSLY APPLIED FOR THE KETR PROGRAMMING-UNDERWRITING POSITION AND WHEN THAT POSITION WAS WITHDRAWN APPLIED FOR THE KETR OPERATIONS MANAGER POSITION AND WAS INTERVIEWED BUT NOT SELECTED THEN APPLIED FOR THE KETR NEWS DIRECTOR POSITION.

KETR PARTICIPATED IN THE FOLLOWING EMPLOYMENT RECRUITMENT ACTIVITIES FROM 3/22/06-3/21/08:

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 PAID EMPLOYEES OF KETR, AS EMPLOYEES OF TEXAS A&M UNIVERSITY-COMMERCE, ARE REQUIRED BY THE TEXAS A&M UNIVERSITY SYSTEM TO TAKE HUMAN RESOURCES TRAINING CLASSES. TO RECEIVE CREDIT FOR THE COURSE, EMPLOYEES MUST CORRECTLY ANSWER 100% OF THE QUESTIONS. CURRICULUM IN THESE CLASSES INCLUDES MATERIALS THAT FULFILL 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 TWICE EACH YEAR. 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 THE MANE EVENT/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.

5) ON MAY 15 & 16 2007, KETR GENERAL MANAGER BILL OLIVER PARTICIPATED IN A CAREER FAIR PRESENTED BY THE EDUCATIONAL SERVICE CENTER, SPEAKING TO 8TH GRADE STUDENTS FROM HUNT, HOPKINS, AND DELTA COUNTIES. THIS CONTRIBUTES TOWARDS THE FCC REQUIREMENT OF PARTICIPATION IN AT LEAST FOUR EVENTS OR PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING.

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

LICENSEE: TEXAS A&M UNIVERSITY-COMMERCE

FOR THE PERIOD FROM 3/22/06 THROUGH 3/21/07

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 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 ANY NON-JOB SPECIFIC OUTREACH INITIATIVES COMPLETED DURING THE LAST TWO YEARS.

DURING THIS REPORTING PERIOD, KETR HAD 3 FULL TIME JOB OPENINGS:

1) SALES COORDINATOR (POSTED APRIL 2006)- 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 PEOPLE WERE INTERVIEWED. BOTH LEARNED OF THE OPENING FROM THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE. FOLLOWING INTERVIEWS THE POSITION WAS ELIMINATED BY THE NEW DIRECTOR OF MARKETING COMMUNICATIONS AT TEXAS A&M UNIVERSITY-COMMERCE, WHOSE RESPONSIBILITIES INCLUDE KETR.

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 REFERRED TO THE POSITION FROM THE [KETR.ORG](http://www.ketr.org) OR [HIGHERED.COM](http://www.highered.com) WEBSITES.

2) GENERAL MANAGER (POSTED SEPTEMBER 2006)-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)), THE DALLAS MORNING NEWS JOB CENTER WEBSITE ([HTTP://WWW.DALLASNEWS.COM/CLASSIFIEDS/JOBCENTER/?MK](http://www.dallasnews.com/classifieds/jobcenter/?mk)), THE WEBSITE [WWW.HIGHERED.COM](http://www.highered.com), THE KETR WEBSITE ([WWW.KETR.ORG](http://www.ketr.org)), AND THE TEXAS ASSOCIATION OF BROADCASTERS WEBSITE ([HTTP://WWW.TAB.ORG/JOB-BANK-SEEKERS.PHP](http://www.tab.org/job-bank-seekers.php)).

10 APPLIED. 9 WERE REFERRED TO THE POSITION FROM THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE AND 1 WAS REFERRED FROM THE [KETR.ORG](http://www.ketr.org) WEBSITE. 3 WERE INTERVIEWED. ALL 3 LEARNED OF THE POSITION FROM THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE. HIRED FOR THIS POSITION WAS BILL OLIVER. HIS SOURCE WAS THE TEXAS A&M UNIVERSITY-COMMERCE HUMAN RESOURCES WEBSITE. NO ONE WAS REFERRED TO THE POSITION FROM THE TEXAS ASSOCIATION OF BROADCASTERS, THE DALLAS MORNING NEWS, OR THE [HIGHERED.COM](http://www.highered.com) 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. THE CONTACT PERSON AT THE TEXAS ASSOCIATION OF BROADCASTERS IS CRAIG BEAN. AND THE POSTING AT [WWW.HIGHERED.COM](http://www.highered.com) WAS DONE ELECTRONICALLY, NO PERSONAL CONTACT WAS MADE.

3) PROGRAMMING AND UNDERWRITING MANAGER (POSTED JANUARY 2007)-THIS POSITION REMAINS OPEN. ADVERTISEMENTS WERE PLACED WITH THE DALLAS SOCIETY FOR VISUAL COMMUNICATORS, THE DALLAS MORNING NEWS, GREENVILLE HERALD-BANNER, ROCKWALL HERALD-BANNER, ROYSE CITY HERALD-BANNER, COMMERCE JOURNAL, MT. PLEASANT DAILY TRIBUNE, PARIS NEWS, SULPHUR SPRINGS NEWS-TELEGRAM, AND THE STAR COMMUNITY NEWSPAPERS (FRISCO ENTERPRISE, MCKINNEY COURIER-GAZETTE, CELINA RECORD, AND ALLEN AMERICAN). THE OPENING WAS ALSO POSTED 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)), THE TEXAS A&M UNIVERSITY SYSTEM JOB WEBSITE ([HTTP://TAMUS.EDU/JOBS/](http://tamus.edu/jobs/)), TEXAS ASSOCIATION OF BROADCASTERS ([HTTP://WWW.TAB.ORG/JOB-BANK-SEEKERS.PHP](http://www.tab.org/job-bank-seekers.php)), THE NATIONAL ALLIANCE OF STATE BROADCASTERS ASSOCIATION WEBSITE ([WWW.CAREERPAGE.ORG](http://www.careerpage.org)), AND THE KETR WEBSITE ([WWW.KETR.ORG](http://www.ketr.org)).

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. THE CONTACT PERSON AT THE DALLAS MORNING NEWS IS SHERRY. THE CONTACT PERSON AT THE GREENVILLE HERALD-BANNER, COMMERCE JOURNAL, ROCKWALL HERALD-BANNER, AND ROYSE CITY HERALD-BANNER IS SHELLY. THE CONTACT AT THE SULPHUR SPRINGS NEWS-TELEGRAM IS ANGIE DUNN. THE CONTACT PERSON FOR THE STAR

COMMUNITY NEWSPAPERS IS TIM CULBERSON. THE CONTACTS AT THE FOLLOWING LOCATIONS WOULD HAVE BEEN THROUGH THE CLASSIFIED AD OFFICES: DALLAS SOCIETY FOR VISUAL COMMUNICATIONS, PARIS NEWS, AND MT. PLEASANT DAILY TRIBUNE. THE CONTACT PERSON AT THE TEXAS ASSOCIATION OF BROADCASTERS IS CRAIG BEAN. AND THE POSTINGS AT WWW.HIGHERED.COM AND WWW.CAREERPAGE.ORG WERE DONE ELECTRONICALLY, NO PERSONAL CONTACT WAS MADE.

KETR PARTICIPATED IN THE FOLLOWING EMPLOYMENT RECRUITMENT ACTIVITIES FROM 3/22/05-3/21/07:

- 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&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 FULFILL 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.

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CDBS - Exhibit 3

Description: KETR EEO NARRATIVE STATEMENTS 3/22/07 THROUGH 3/21/08 AND 3/22/06-3/21/07

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

LICENSEE: TEXAS A&M UNIVERSITY-COMMERCE

KETR PARTICIPATED IN THE FOLLOWING EMPLOYMENT RECRUITMENT ACTIVITIES FROM 3/22/06-3/21/08:

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 PAID EMPLOYEES OF KETR, AS EMPLOYEES OF TEXAS A&M UNIVERSITY-COMMERCE, ARE REQUIRED BY THE TEXAS A&M UNIVERSITY SYSTEM TO TAKE HUMAN RESOURCES TRAINING CLASSES. TO RECEIVE CREDIT FOR THE COURSE, EMPLOYEES MUST CORRECTLY ANSWER 100% OF THE QUESTIONS. CURRICULUM IN THESE CLASSES INCLUDES MATERIALS THAT FULFILL 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 TWICE EACH YEAR. 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 THE MANE EVENT/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.

5)ON MAY 15 & 16 2007, KETR GENERAL MANAGER BILL OLIVER PARTICIPATED IN A CAREER FAIR PRESENTED BY THE EDUCATIONAL SERVICE CENTER, SPEAKING TO 8TH GRADE STUDENTS FROM HUNT, HOPKINS, AND DELTA COUNTIES. THIS CONTRIBUTES TOWARDS THE FCC REQUIREMENT OF PARTICIPATION IN AT LEAST FOUR EVENTS OR PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING.

KETR PARTICIPATED IN THE FOLLOWING EMPLOYMENT RECRUITMENT ACTIVITIES FROM 3/22/05-3/21/07:

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&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 FULFILL 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.

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Annual Equal Employment Opportunity Public File Report for KETR-FM, Commerce, TX

Licensee: Texas A&M University-Commerce

For the period from 3/22/07 through 3/21/08

PAGE 1 of 2

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 FCC's 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 received no requests during this period to send job vacancies to organizations that distributes information about employment opportunities to job seekers or refers job seekers to employers.
- 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 any non-job specific outreach initiatives completed during the last two years.

During this reporting period, KETR had 3 full time job openings:

1) Programming and Underwriting Manager (posted January 2007 and withdrawn April 2007):

Advertisements were placed with the Dallas Society for Visual Communicators, the Dallas Morning News, Greenville Herald-Banner, Rockwall Herald-Banner, Royse City Herald-Banner, Commerce Journal, Mt. Pleasant Daily Tribune, Paris News, Sulphur Springs News-Telegram, and the Star Community Newspapers (Frisco Enterprise, McKinney Courier-Gazette, Celina Record, and Allen American). The opening was also posted with the Texas A&M University-Commerce Human Resources jobline website (<http://www7.tamu-commerce.edu/job-line/PROFESS.htm>), the Texas A&M University System job website (<http://tamus.edu/jobs/>), Texas Association of Broadcasters (<http://www.tab.org/job-bank-seekers.php>), The National Alliance of State Broadcasters Association website (www.careerpage.org), the education website www.highered.com, the broadcast industry website www.allaccess.com, and the KETR website, www.ketr.org.

The contact person at the Texas A&M University-Commerce Human Resources Office is Director Ken Crutchfield. The posting on www.ketr.org would have been through the Texas A&M University-Commerce Human Resources office. The contact person at The Dallas Morning News is Sherry. The contact person at the Greenville Herald-Banner, Commerce Journal, Rockwall Herald-Banner, and Royse City Herald-Banner is Shelly. The contact at the Sulphur Springs News-Telegram is Angie Dunn. The contact person for the Star Community Newspapers is Tim Culberson. The contacts at the following locations would have been through the Classified Ad offices: Dallas Society for Visual Communications, Paris News, and Mt. Pleasant Daily Tribune. The contact person at the Texas Association of Broadcasters is Craig Bean. And the postings at www.highered.com, www.allaccess.com, and www.careerpage.org were done electronically, no personal contact was made.

There were 7 applicants for this position, 1 using www.allaccess.com, 2 using the A&M-Commerce jobline website, and 4 who did not cite where they learned of the opening. The position was withdrawn before applicants were screened for interviews. The Program-Underwriting Manager was replaced with the position of Operations Manager. All of the applicants for this position were notified of the position withdrawal and 4 of the 7 applied for the new position.

2) Operations Manager (posted April 2007)

Advertisements were placed with The Dallas Morning News website (www.dallasnews.com/jobcenter), Herald-Banner publications (Greenville Herald-Banner, Commerce Journal, Rockwall Herald-Banner, and Rockwall Herald-Banner), The Paris News, the Sulphur Springs News-Telegram, National Public Radio's web-based job listings (<https://webdacs1.nprsat.org>), Corporation for Public Broadcasting web-based job listings (<http://www.cpb.org/jobline>), Texas Association of Broadcasters web-based jobline (www.tab.org/job-bank), The National Alliance of State Broadcasters Association website (www.careerpage.org), the Public Broadcasters Management Association website (<http://www.pbma.org/jobs>), the National Educational Telecommunications Association (<http://www.netaonline.org/jobs>), the Texas A&M University-Commerce Human resources jobline (<http://www.tamu-commerce.edu/hreo/job/jobPosting.asp>), the Texas A&M University System job website (<http://tamus.edu/jobs/>), the education website www.highered.com, the broadcast industry website www.allaccess.com, and the KETR website, www.ketr.org.

The contact person at the A&M-Commerce Human Resources Office was Director Ken Crutchfield. The postings on www.ketr.org, www.highered.com, and <http://tamus.edu/jobs/> would have been through the A&M-Commerce Human Resources Office. The contact at Herald-Banner publications, the Paris News, and the Sulphur Springs News-Telegram are not known. The contact at the Public Broadcasters Management Association was Mary Anne Schuessler. The contact at the Texas Association of Broadcasters was Craig Bean. The remaining postings were done electronically with no personal contact being made.

There were 15 applicants for this position. 4 responded to the ad placed online at dallasnews.com/jobcenter, 2 responded to the A&M-Commerce jobline website, 2 replied after being notified of the opening by General Manager Bill Oliver, 2 were referred by the Sports Information Director at A&M-Commerce, 1 responded from the Texas Association of Broadcasters Job Bank, and 4 did not state where they learned of the position. Two were interviewed for the position. One learned of the opening from the A&M-Commerce job website and 1 who replied after being notified of the opening by General Manager Bill Oliver. Hired for this position was Kevin Jefferies, who learned of the job from the A&M-Commerce job website.

Annual Equal Employment Opportunity Public File Report for KETR-FM, Commerce, TX

Licensee: Texas A&M University-Commerce

For the period from 3/22/07 through 3/21/08

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3) News Director (posted July 2007)

Advertisements were placed with Herald-Banner publications (Greenville Herald-Banner, Commerce Journal, Rockwall Herald-Banner, and Rockwall Herald-Banner), The Paris News, the Sulphur Springs News-Telegram, the Mt. Pleasant Daily Tribune, Star Community Newspapers (Frisco Enterprise, McKinney Courier-Gazette, Celina Record, and Allen American), National Public Radio's web-based job listings (<https://webdacs1.nprsat.org>), Texas Association of Broadcasters web-based jobline (www.tab.org/job-bank), The National Alliance of State Broadcasters Association website (www.careerpage.org), the Public Broadcasters Management Association website (<http://www.pbma.org/jobs>), the National Educational Telecommunications Association (<http://www.netaonline.org/jobs>), the Texas A&M University-Commerce Human resources jobline (<http://www.tamu-commerce.edu/hreo/job/jobPosting.asp>), the Texas A&M University System job website (<http://tamus.edu/jobs/>), the education website www.highered.com, the broadcast industry website www.allaccess.com, and the KETR website, www.ketr.org.

The contact person at the A&M-Commerce Human Resources Office was Director Ken Crutchfield. The postings on www.ketr.org, www.highered.com, and <http://tamus.edu/jobs/> would have been through the A&M-Commerce Human Resources Office. The contacts at Herald-Banner publications, the Sulphur Springs News-Telegram, the Mt. Pleasant Daily Tribune, and Star Community Newspapers are not known. The contact at the Public Broadcasters Management Association was Mary Anne Schuessler. The contact at the Texas Association of Broadcasters was Craig Bean. The remaining postings were done electronically with no personal contact being made.

There were 4 applicants for this position, 1 from the www.highered.com website, 1 who indicated they found the position on the web but not a specific location, 1 from General Manager Bill Oliver, and 1 who did not indicate a source. 2 of the 4 applicants were interviewed, 1 who learned of the position from Mr. Oliver and 1 who found the position on the web but not a specific location. Hired was Scott Harvey, who previously applied for the KETR Programming-Underwriting position and when that position was withdrawn applied for the KETR Operations Manager position and was interviewed but not selected then applied for the KETR News Director position.

KETR participated in the following employment recruitment activities from 3/22/06-3/21/08:

- 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 paid employees of KETR, as employees of Texas A&M University-Commerce, are required by the Texas A&M University System to take human resources training classes. To receive credit for the course, employees must correctly answer 100% of the questions. Curriculum in these classes includes materials that fulfill 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 twice each year. 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 the Mane Event/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."
- 5) On May 15 & 16 2007, KETR General Manager Bill Oliver participated in a career fair presented by the Educational Service Center, speaking to 8th grade students from Hunt, Hopkins, and Delta Counties. This contributes towards the FCC requirement of "participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting".