

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, 2023 to and including March 31, 2024 (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, 2023 to March 31, 2024

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 (7/5/23 – 7/31/23)	KTTX Radio	10
2. Morning Show DJ (2/22/24 – 3/11/24)	TAB.com website	7
3. Sales Account Executive	KWHI.com website	8
4. Sales Account Executive (1/2/24 – 3/1/24)	KTTX Facebook page	
Total # of Persons Interviewed During Applicable Period:		25

**Appendix 2 to
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KTTX/KWHI-AM**

Covering the Period from April 1, 2023 to March 31, 2024

Stations Comprising Station Employment Unit: KTTX and KWHI-AM in Brenham, Texas

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	2	1, 2, 3, 4
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
C. Texas Association of Broadcasters (tab.com) Beth Bobbitt (beth@tab.org) Ph. (512) 322-9944 Fax (512) 322-0522	5	1, 2
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	1	1, 2, 3, 4
E. Internal Station Posting 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
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	1	1, 2, 3, 4
G. Indeed.com Rich Pineda (rpineda@indeed.com) Client Onboarding Strategist 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78570 (480)327-4301	9	1, 2, 3, 4
H. Facebook.com 1 Hacker Way Menlo Park, CA 94025 650-853-1300	3	1, 2, 3, 4

I. LinkedIn
1000 W. Maude
Sunnydale, CA 94085
650-687-3600

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**Appendix 3 to
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KTTX/KWHI-AM**

Covering the Period from April 1, 2023 to March 31, 2024

Stations Comprising Station Employment Unit: KTTX and KWHI-AM in Brenham, Texas

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

1. Giddings High School Job Fair

Type of Activity: Job Fair

Date of Event: May 10, 2023

Participating Employees: Eilish Barker & Courtney Schmitt

Brief Description of Activity and Station Participation: KTTX/ KWHI helped promote and participated in the Giddings High School Job Fair on Wednesday, May 10th from 12:30 p.m. to 6:00 p.m. at Giddings High School. The event offered high school students an opportunity to see what jobs are out there in their community to help guide them in their high school and college careers. KTTX and KWHI promoted the job fair with live public service announcements, in house recorded promotional ads, and live DJ mentions. Eilish Barker manned the booth from 12:30 p.m. to 3:30 p.m. and Courtney Schmitt manned the booth from 3:30 to 6p.m. Eilish and Courtney answered questions from high school students and the public about how a person gets into radio, what certifications or degrees you need, and about part time work as a high school student. Number of Applications received: 3

2. Brenham High School's Fall Job Fair

Type of Activity: Job Fair

Date of Event: October 3, 2023

Participating Employees: Eilish Barker

Brief Description of Activity and Station Participation: KTTX/KWHI helped promote, and participated in the Brenham High School Fall Job Fair in Brenham put on Tuesday, September 7th. The event offered the public and Blinn College students the chance to find part time work from local companies from 11:00 a.m. until 2:00 p.m. KTTX and KWHI promoted the job fair with live public service announcements, in house recorded promotional ads, a news story, and live DJ liners. Morning Show cohost Eilish Barker manned the booth from 11:00 a.m. to 12:45 p.m. Courtney answered questions about radio, how to fill out the job applications, salary, credentials and what our part timers do. Number of Applications received: 0

3. Bryan College Station Chamber of Commerce Youth to Career Fair

Type of Activity: Career Fair

Date of Event: October 11, 2023

Participating Employees: Eilish Barker and Courtney Schmitt

Brief Description of Activity and Station Participation: KTTX/KWHI helped promote, sponsored, and participated in the Bryan College Station Chamber of Commerce Youth to Career Fair at the Brazos County Expo Complex in Bryan on Wednesday, October 11th. From 9:00 a.m. to 3:30 p.m. the event offered 8th graders from local schools the chance to visit with companies from the community they live in. This helped the kids get an idea of what path they may want to take in high school and or college. KTTX and KWHI promoted the job fair with live public service announcements, in house recorded promotional ads, a news story, and live DJ liners. Courtney Schmitt manned the booth from 8:00 a.m. to 10:45 a.m. Morning Show cohost, Eilish Barker manned the booth from 10:45 a.m. to 3:30 p.m. and discussed how radio works with the kids.

Number of Applications received: 0

4. Tours of KTTX and KWHI-AM

Type of Activity: Station Tours

Date of Activity: Various

Participating Employees: Various

Brief Description of Activity and Station Participation: KTTX and KWHI personnel conducted several tours of station facilities during the year, giving the public information about the jobs involved in radio

January 25, 2024: 2 Blinn College Football players toured

February 20, 2024: Brownie Troop toured

5. Training Program to Advance Employee Skills: KTTX/KWHI sales staff participated in multiple training webinars hosted by The Texas Association of Broadcasters. Tom Whitehead and Shannan Canales

August 2: Sans-Demic: Overcoming the Workforce Shortage (1 hour)

August 2: Building a Bold Culture (1 hour)

August 2: Opening Day Keynote with Mattress Mack (1.25 hours)

August 3: "Boomer Consumer: Because Results Matter" (1 hour)

August 3: "Story – Selling" (1 hour)

6. Training Program to Advance Employee Skills: Promotion Mgr. Eilish Barker attended a lunch and learn "The Impact of Social Media" on Thursday, September 28th hosted by the Washington County Chamber of Commerce featuring Amanda Beausoleil of Beausoleil Creative, Tiffany Howard of Glamfetti, and Carrin Dabdub of The Carrina Show. The three speakers showed participants ways in which your business can utilize social media to improve retention, spark new interest, and connect the community.