

**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, 2024 to and including March 31, 2025 (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, 2024 to March 31, 2025*

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

**Section 1: Vacancy Information**

<b>Full-time Positions Filled by Job Title:</b>	<b>Recruitment Source of Hiree:</b>	<b>Total # of Interviewees from All Sources for This Position:</b>
1. Afternoon Drive DJ (2/22/24 – 4/2/24)	TAB.org website	7
2. Sales Account Executive (1/13/25 – 2/21/25)	Internal Posting	6
<b>Total # of Persons Interviewed During Applicable Period:</b>		<b>13</b>

**Appendix 2 to  
Annual EEO Public File Report  
KTTX/KWHI-AM**

*Covering the Period from April 1, 2024 to March 31, 2025*

*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 ( <a href="mailto:tom@ktex.com">tom@ktex.com</a> ) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	0	1, 2
B. KWHI 1280 Radio Tom Whitehead ( <a href="mailto:tom@ktex.com">tom@ktex.com</a> ) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	0	1, 2
C. Texas Association of Broadcasters (tab.org) Anna Romero ( <a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a> ) Ph. (512) 322-9944 Fax (512) 322-0522	4	1
D. KTTX 106.1 Website (ktex.com) Mark Whitehead ( <a href="mailto:mark@ktex.com">mark@ktex.com</a> ) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	0	1, 2
E. Internal Station Posting Tom Whitehead ( <a href="mailto:tom@ktex.com">tom@ktex.com</a> ) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	3	1, 2
F. KWHI-AM 1280 Website (kwhi.com) Mark Whitehead ( <a href="mailto:mark@ktex.com">mark@ktex.com</a> ) P.O. Box 1280, Brenham, TX 77834 Ph. (979) 836-3655 Fax (979) 830-8141	0	1, 2
G. Indeed.com Rich Pineda ( <a href="mailto:rpineda@indeed.com">rpineda@indeed.com</a> ) Client Onboarding Strategist 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78570 (480)327-4301	5	1, 2
H. Facebook.com 1 Hacker Way Menlo Park, CA 94025 650-853-1300	1	1, 2

**Appendix 3 to  
Annual EEO Public File Report  
KTTX/KWHI-AM**

*Covering the Period from April 1, 2024 to March 31, 2025*

*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. Bryan College Station Chamber of Commerce 2024 Summer Job Fair**

**Type of Activity:** Job Fair

**Date of Event:** May 2, 2024

**Participating Employee:** Dave Bayless, KTTX Program Director

**Brief Description of Activity and Station Participation:** KTTX helped promote and participated in the Bryan College Station Chamber of Commerce 2024 Summer Job Fair on Thursday, May 2<sup>nd</sup> from 1:00 p.m. to 4:00 p.m. at the Brazos Center. The event offered the public an opportunity to educate themselves on companies in the area that are hiring. KTTX promoted the job fair with live public service announcements, in house recorded promotional ads, and live DJ mentions. Dave Bayless manned the booth from 1:00 to 4:00 p.m. Dave answered questions and the public about radio, and about job opportunities.

Number of Application received: 3

**2. Giddings High School Job Fair**

**Type of Activity:** Job Fair

**Date of Event:** May 6, 2024

**Participating Employees:** Eilish Barker

**Brief Description of Activity and Station Participation:** KTTX/ KWHI helped promote and participated in the Giddings High School Job Fair on Wednesday, May 10<sup>th</sup> from 12:30 p.m. to 3:00 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 3:00 p.m. Eilish 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

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

**Type of Activity:** Career Fair

**Date of Event:** October 9, 2024

**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 11<sup>th</sup>. From 9:00 a.m. to 3:30 p.m. the event offered 8<sup>th</sup> 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. Brenham High School's Fall Job Fair "Cubs to Careers"**

**Type of Activity:** Job Fair

**Date of Event:** November 18, 2024

**Participating Employees:** Courtney Schmitt

**Brief Description of Activity and Station Participation:** KTTX/KWHI helped promote, and participated in the Cubs to Careers Fair at Brenham High School in Brenham put on Monday, November 18<sup>th</sup>. The event offered students and their parents the chance to discover what local companies are out there work from local companies from 5:00 p.m. until 6:30 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 mentions. Midday host Courtney Schmitt manned the booth from 5:00 p.m. to 6:30 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

**5. Training Program to Advance Employee Skills:** KTTX/KWHI sales staff and on air personalities participated in multiple training webinars hosted by The Texas Association of Broadcasters for the week of January 13<sup>th</sup> through January 17<sup>th</sup> of 2025. Shannan Canales, Kathy Randermann, Alicia Higginbotham, Eilish Barker, Dave Bayless, Ryan Conine and Courtney Schmitt.

January 13: Sales Excellence Why YOU Matter (1.5 hour)

January 14: Achieving Sales Excellence (1.5 hour)

January 15: Increasing Your Digital Sales & Closing Ratios (1.5 hour)

January 16: Sales Excellence with Local Direct Clients (1.5 hour)

January 17: Innovative Creative and AI Excellence (1.5 hour)

**6. Training Program to Advance Employee Skills:** KTTX/KWHI participated in a lunch and learn “Digital Marketing” on Tuesday, February 18<sup>th</sup>, 2025 hosted by the Washington County Chamber of Commerce featuring Tiffany Howard with Glamfetti, Lauren Maass with Germania Insurance, and Whitney ray with The 101 Brenham. Participants learned practical strategies for using social media, online advertising, and other digital tools to reach more customers and enhance their band presence.

### **7. Giddings High School Career Fair**

**Type of Activity:** Job Fair

**Date of Event:** February 19, 2025

**Participating Employee:** Eilish Barker

**Brief Description of Activity and Station Participation:** KTTX helped promote, and participated in the Career Fair at Giddings High School on Wednesday, February 19<sup>th</sup>. The event offered students a chance to engage with local companies to learn about what jobs are out there for them now and in their futures from 1:00 until 3:00 p.m. KTTX promoted the job fair with live public service announcements, in house recorded promotional ads, and live DJ mentions. Morning show cohost Eilish Barker, manned the booth from 1:00 p.m. until 3:00 p.m. Eilish answered questions about radio, how to submit an application, credentials, and what the tasks are as full time and part time employees.

Number of Applications: 0

**8. Training Program for Advancing Employee Skills:** KTTX/KWHI participated in several online trainings and webinars in the month of March 2025 hosted by Texas Association of Broadcasters  
Javier Pestana

March 11: Selling Radio Advertising to Car Dealerships (1 hour)

March 12: Turning Failure to Fuel (1 hour)

March 17: P1 Training Start

March 21: Live Zoom Training

March 27: Turn in Assignments and work with instructor in live Zoom training

### **9. Washington County Chamber of Commerce, Workforce Solutions, and Washington County EDC Hiring Event**

**Type of Activity:** Job Fair

**Date of Activity:** March 25, 2025

**Participating Employees:** Eilish Barker and Dave Bayless

**Brief description of activity and station participation:** KTTX and KWHI helped promote and participated in the Hiring Event at Fireman's Training Center in Brenham hosted by the Washington County Chamber of Commerce, Workforce Solutions and Washington County EDC on Tuesday, March 25<sup>th</sup>. The event offered the public a chance to have on the spot interviews with potential employers at all hiring levels, resume reviews, and free professional headshots done. KTTX and KWHI promoted the job fair with live public service announcements, in house recorded promotional ads, and live DJ mentions. The Morning Show team, Eilish Barker and Dave Bayless manned the booth from 10:00 a.m. to 2:00 p.m. They answered questions about radio, offered applications for part time work, and how everything works at KTTX and KWHI.

Number of Applications: 1

## **10. 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.

### **February 2025:**

National Radio Day: Brenham High School Audio Visual students immersive experience with the DJ's.

### **March 2025:**

National Girl Scout Week: Girl Scout Troop came in and toured the station