

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period April 1, 2012 to March 31, 2013.

1) Employment Unit Location/Ni Gow Communications

2) Unit Members (List all station call signs and communities of license):

KGOW-AM - Bellaire, TX
 Yahoo! Sports Radio
 KFNC-FM

3) EEO Contact Information for Employment Unit:

Mailing Address: 5353 W. Alabama, Suite 415 Houston, Texas 77056	Telephone Number: 713-479-5322
	Contact Person: June DeLeon
	Email Address: june.deleon@gowmedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit

	Full Time Positions Filled by Job Title	Recruitment Source ("RS") Notified of Vacancy*	# of Interviewees for the Position	Recruitment Source of Hiree*
1	Account Executive	3	1	4,2
2	On Air Talent	2	1	2,4
3	On Air Talent	5	1	4,2
4	Account Executive	2	1	2,3
5	Digital Sales Manager	2	1	2
6	Producer	5	1	2
7	Account Executive	2	1	2
8	Promotions	2	1	2
9	Remote Engineer	2	1	2
10	Promotions Director	2	1	2,4
11	Executive Producer	2	1	2
12	Producer	2	1	2
13	Executive Producer	4	1	2,4
14	Network Host	2	1	2
15	Network Host	2	1	2
16	Network Host	4	1	4
17	Network Producer	4	1	4
18	Network Producer	2	1	2
19	Network Host	2	1	2
20	Board Operator/Producer	2	1	2
21	Network Host	2	1	2
22	Business Analyst	3	1	2
23	Web Content Producer	2	1	2

* Refers to the Master Recruitment Source List ("MRSLS")

KGOW-AM

MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	Recruitment Source Information	Did RS request notification?	Total Number of Interviewees this Source has provided during this period (if any)
1	1560 The Game Website www.1560thegame.com	No	0
2	EmployeeReferral	No	16
3	Candidate Inquiry	No	2
4	Industry Referral	No	3
5	Client Referral	No	2
6	Monster.com via G & A Partners	No	0
7	Internal Posting	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

5) Total # of Interviewees Referred: For the period from April 1, 2012 to March 20, 2013, the Employment Unit interviews 23 interviewees for full time job vacancies.

6) Internship Program

Description	Date	Personnel Involved (Position)
Learn how to set up for a remote broadcast, including testing lines and equipment. Learn how to produce a show, including running the board and microphones. Learn how to interview people and get and edit sound using audio editing software.	April 2012 - March 2013	Program Director

During the reporting period, Gow Communications has hosted 5 interns in its internship program. These students were from the following universities/colleges.

- Texas Southern University
- University of Houston - Downtown