

KFNC

MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	Recruitment Source Information	Did RS request notification?	No. of Interviewees Referred by RS Over Reporting Period
1	ESPN975 website	No	0
2	STAA Talent Agency	No	1
3	University of Houston Career Fair	No	1
4	University of Houston Internship Fair	No	4
5	Easter Seals of Greater Houston	No	0
6	Rock the Mic - open talent competition	No	0
7	Broadcast on air	No	0
8	Industry Referral	No	8
9	Employee Referral	No	4
10	Candidate Inquiry	No	10

TOTAL INTERVIEWEES OVER REPORTING PERIOD

28

5) Total # of Interviewees Referred: For the period from April 1, 2017 to March 31, 2018, the Employment Unit interviewed 28 interviewees for 10 full time job vacancies.

6) Supplemental Recruitment Measures

(a) Training Program to increase skills and position eligibility

Description	Date	Personnel Involved (Position)
Remote broadcast engineer: Learn how to set up for a remote broadcast, including testing lines and equipment. Learn how to troubleshoot when a line goes down. Increases candidate's reliability and earning potential.	April 2017 - March 2018	Remote Broadcast Engineers

Description	Date	Personnel Involved (Position)
Producer: 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 to create more earning potential.	April 2017 - March 2018	Program Director

Description	Date	Personnel Involved (Position)
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Training in other media elements: imaging, social media, digital photoshop, voice overs, and writing content for articles on our website. These are other hands-on skills we train our interns and employees to diversify and improve their skills for increased job opportunity and promotion.	April 2017 - March 2018	Program Director, Production Director, Marketing Director
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(b) Internship Program

During the reporting period, Gow Communications has hosted 28 interns in its internship program. These students were from the following universities/colleges/highschools.

Description	Number	Date	Personnel Involved (Position)
University of Houston	4	April 2017 - March 2018	Program Director - KFNC
University Houston Downtown	7	April 2017 - March 2018	Program Director - KFNC
Lone Star College	1	April 2017 - March 2018	Program Director - KFNC
Texas Southern University	2	April 2017 - March 2018	Program Director - KFNC
Easter Seals of Greater Houston	3	April 2017 - March 2018	Program Director - KFNC
University of Texas	1	April 2017 - March 2018	Program Director - KFNC
Louisiana State University	1	April 2017 - March 2018	Program Director - KFNC
U of Alabama Birmingham	1	April 2017 - March 2018	Program Director - KFNC
Temple University	1	April 2017 - March 2018	Program Director - KFNC
University Southern California	1	April 2017 - March 2018	Program Director - KFNC
Texas State University	1	April 2017 - March 2018	Program Director - KFNC
Texas A&M University	1	April 2017 - March 2018	Program Director - KFNC
The Kinkaid School	1	Jan-18	Program Director - KFNC
BriarMeadow Charter School	1	Mar-18	Program Director - KFNC

(c) Mentoring through Radio Connection

Description	Date	Personnel Involved (Position)
Enrolled mentees learn broadcast terminology, voice control, recording, announcing, writing copy, audio editing, job search, creating demos, and podcasting.	April 2017 - March 2018	Program Director

(d) Guest Speaking at Educational Facilities

Description	Date	Personnel Involved (Position)
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Speaking engagements with broadcasting students and potential broadcasting students about how to get started in the business. Q&A sessions with students	April 2017, October 2017, February 2018	Chief Executive Officer, Program Director
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(e) Participating in Career Fairs

Description	Date	Personnel Involved (Position)
Participate in University of Houston Downtown's Career Fair	April-17	Program Director

