

**KGOW/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/YSR1560 website	No	2
2	STAA Talent Agency	No	0
3	UHD Career Fair	No	0
4	UHD Internship Fair	No	0
5	Sports Convention - Radio Row	No	1
6	LinkedIn	No	0
7	Industry Referral	No	4
8	Employee Referral	No	8
9	Candidate Inquiry	No	4

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 19

5) Total # of Interviewees Referred: For the period from April 1, 2015 to March 31, 2016, the Employment Unit interviewed 19 interviewees for 7 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.	April 2015 - March 2016	Chief Engineer

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.	April 2015 - March 2016	Program Director

(b) Internship Program

During the reporting period, Gow Communications has hosted 16 interns in its internship program. These students were from the following universities/colleges.

Description	Date	Personnel Involved (Position)
University of Houston	April 2015 - March 2016	Program Director - KGOW/KFNC
Sam Houston State University	April 2015 - March 2016	Program Director - KGOW/KFNC
University of Houston Downtown	April 2015 - March 2016	Program Director - KGOW/KFNC

Lone Star College	April 2015 - March 2016	Program Director - KGOW/KFNC
Texas Southern University	April 2015 - March 2016	Program Director - KGOW/KFNC
Baylor	May 2015 - August 2015	Program Director - KGOW/KFNC
University of Texas	May 2015 - August 2015	General Sales Manager KGOW/KFNC
Kinkaid School	June 2015 - August 2015	General Sales Manager KGOW/KFNC
University of Georgia	June 2015 - August 2015	Promotions Director KGOW/KFNC
Texas A&M	June 2015 - August 2015	Program Director - KGOW/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 2015 - March 2016	Program Director

(d) Guest Speaking at Educational Facilities

Description	Date	Personnel Involved (Position)
Speaking engagements with broadcasting students and potential broadcasting students about how to get started in the business. Q&A sessions with students	April 2015, October 2015, February 2016	Chief Executive Officer, Program Director

(e) Rock the Mic: Annual station sponsored broadcaster contest

Description	Date	Personnel Involved (Position)
Open enrollment to anyone who wants to learn how to be a sports broadcaster. Contest is broadcast over the radio. There is one winner who gets to learn everything about the broadcasting business (see mentoring) and getting a job as a broadcaster.	August-15	Program Director

(f) Participating in Career Fairs

Description	Date	Personnel Involved (Position)
Participated in University of Houston Downtown's Career Fair	April-15	Program Director