



KAMU-TV & KAMU-FM
2025 EEO PUBLIC FILE REPORT
April 1, 2024 – March 31, 2025

Attachment C
Annual EEO Public File Report Form

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s); KAMU-TV & KAMU-FM, College Station, TX, and is required to be placed in the public inspection files of this station, and posted on website: <https://kamu.tamu.edu/compliance/>

The information contained in the Report covers the time period beginning April 1, 2024 to and including March 31, 2025 (the “Applicable Period”).

The FCC’s Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organization entitled to notification pursuant to Section 73.208(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire 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; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

For purposes of the Report, a vacancy was deemed “filled” not when the offer was extended but when the hired individual accepted the job offer.

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I. VACANCY LIST

II. See Master Recruitment Source List ("MRSList") for recruitment source data

Job Title:	Radio / TV Engineer
Recruitment Sources:	Texas A&M University System Career site job posting
	Texas A&M University Student site job posting
	LinkedIn.com
	Indeed.com
	SBE.org
Person Hired / Hire Date:	Steven Rangel / 3-10-2025
# Applicants:	28
Hiring Source:	Referral

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III. MASTER RECRUITMENT SOURCE LIST (MRSL)

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

1. Human Resources department of Texas A&M University for Job Posting through the Texas A&M University external and internal system websites.
Jobs@tamu.edu
<http://employees.tamu.edu>
Phone (979) 845-5154
2. The Texas Workforce Commission
<https://twc.texas.com>
800-628-5115
3. Glass Door
<http://glassdoor.com>
4. Corporation for Public Broadcasting (CPB)
CPB Jobline
401 9th Street, NW
Washington, DC
2004-2129
<https://www.cpb.org/jobline>
5. Texas Association of Broadcasters (TAB)
TAB Job Bank
Ann Arnold Center
502 East 11th Street, Suite 200
Austin, TX 78701
512-322-9944
<https://www.tab.org/job-bank>
6. National Association of Broadcasters
<https://www.nab.org>
Career Center
1771 N St. NW,
Washington, DC 20036-2800

202-429-5498

7. The Bryan College Station Eagle
<https://jobs.theeagle.com>
1729 Briarcrest Drive
Bryan, TX 77802
979-776-4444
8. Society of Broadcast Engineers, Inc.
9102 North Meridian Street, Suite 150
Indianapolis, IN 46260
317846-9000
https://www.sbe.org/sections/jl_listings.php
9. Current Magazine
Jobs.current.org
1612 K St. NW
Suite 704
Washington, DC 20026
301-270-7240
10. Hispanic Outlook
<http://www.hispanicoutlookjobs.com>
80 Route 4 East, Suite 203
Paramus, NJ 07652
800-549-8280
11. TANO – Texas Association of Nonprofit Organizations
<http://tano.org/career-center/>
P.O.Box 66473
Houston, TX 77266
713-821-1744
12. Zip Recruiter
<http://www.ziprecruiter.com>
877-252-1062
13. Career Builder
<http://careerbuilder.com>
200 N. LaSalle Street, Suite 1100
Chicago, IL 60601

14. Monster
<http://www.monster.com>

4055 Valley View Lane
Dallas, TX 75244
972-340-500

15. INSIDE Higher Ed
<http://careers.insidehighered.com>
1015 18th Street NW, Suite 1100
Washington, DC 20036

16. LinkedIn
<https://lnkd.in/jobs1>
Sunnyvale, CA
650-687-3555

17. HigherEdJobs
www.higheredjobs.com
715 Lake Street – Suite 400
Oak Park, IL 60301
708-848-4351

KAMU-FM & KAMU-TV is a “Department” of the larger organization Texas A&M University. As a result of this structure all job candidates must be referred to the Human Resources Department of Texas A&M University for Job Posting through the Texas A&M University external and internal system websites.

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IV. RECRUITMENT INITIATIVES

Texas A&M Academic Affairs Business Services & Payroll (AABS HRPR)

Offers Human Resource Development (HRD) students employment through an internship. Candidates are sought from the Texas A&M advisors as they reach out to the student(s) still needing or looking for an internship.

Texas A&M Human Resources & Organizational Effectiveness (HROE) – Recruitment

Participates in local job fairs for Veterans organized by the Veterans Service Office at Texas A&M University in conjunction with the Texas Workforce Solutions.

Student Employment

The Student Employment Office holds a job fair for students every Fall at the Memorial Student Center on the Texas A&M campus. An active on-line job board is maintained in conjunction with an active social media campaign primarily focused upon Facebook & Twitter.

As a department of Texas A&M University, Educational Broadcast Services (EDBS)/KAMU did not attend any recruitment activities. Instead, EDBS/KAMU relies on Texas A&M University's Human Resources Department and the Department of Academic Affairs Business Services (AABS) to participate on our behalf. This enables those entities to provide proper instruction and guidance in all personnel matters.

Recruitment Activities

KAMU qualifies as a small market station as our city of license population per the census is 117,911 which is just below half of the “smaller market” designation.

We have met 3 of the approved activities:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

We hire many young people and train them in production, operations, development and engineering. KAMU-TV hired Zaria White through internal promotion as a Program Coordinator I. Zaria began at KAMU as a Student Worker. This is just one example of KAMU mentoring that have provided broadcasting careers.

Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

When we post a job with the University it goes to the University's job bank, <https://jobs.tamu.edu/index.html> which is partnered with The Texas Workforce Commission, and Indeed.

Participation in these major job banks along with the forums on those sites about KAMU qualify us for this activity.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All employees must biennially complete a course in “Creating a Discrimination-Free Workplace” and the Corporation for Public Broadcasting (CPB) Harassment and Bias Prevention training on an annual basis.