

EEO Public File Report for April 2012 - March 2013

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:

Call Sign	Community	FIN
KMOO	Mineola, TX	35150

A: Full Time Vacancies filled during the past year

- 1) Job Title: Sales Representative Date Filled: 9/4/12
- 2) Job Title: Sales Representative Date Filled: 9/4/12

B: Recruitment Referral Sources Used to Seek Candidates for Each Vacancy

- 1) Job Title: Sales Representative Date Filled 9/4/12

Source: On Air Announcements: Hightower Radio, Inc. stations: Tonya Slayton:
P.O. Box 628, Mineola, Texas, 75773: 903-569-3823: 9 referrals, 2 interviews, 2 hired

Source: Internal Posting: Hightower Radio, Inc. stations: Tonya Slayton:
P.O. Box 628, Mineola, Texas, 75773: 903-569-3823: 2 referrals, 2 interviews, 0 hired

Source: Mineola Monitor : 715 Mimosa Mineola, Texas 75773
1 referrals, 1 interviews, 0 hired

- 2) Job Title: Sales Representative Date Filled 9/4/12

Source: On Air Announcements: Hightower Radio, Inc. stations: Tonya Slayton:
P.O. Box 628, Mineola, Texas, 75773: 903-569-3823: 9 referrals, 2 interviews, 2 hired

Source: Internal Posting: Hightower Radio, Inc. stations: Tonya Slayton:
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1 referrals, 1 interviews, 0 hired

Total Number of Persons Interviewed for all Fulltime Vacancies Filled

In Person: 5

Outreach Activity Description Form

Year: 2012-2013 Activity: Employee Training

We offer an open opportunity for all of our part-time employees to learn skills through training in all areas on the radio station operation for full-time employment at the station. Our part-time staff is encouraged to obtain additional skills by shadowing our full-time employees.

Year: 2012-2013 Activity: Job Bank Listings

The station provides notice of job vacancy and openings for every management, sales and programming position to the following job banks:

Texas Association of Broadcasters

Internal posting for existing employees

Year: 2012-2013 Activity: Paid/Non-paid Broadcast Internships

The station employs no fewer than two area high school juniors and seniors at all times. These employees are actively involved in every aspect of the station operation under the tutelage of at least one full-time employee. They assist in on-air broadcasts, produce commercials, help with traffic and billing and rotate out doing a full-time air shift on weeknights and weekends.