

EEO REPORT
April 1, 2010 to April 1, 2011
Tackett Boazman Broadcasting LP

This report has been prepared in compliance to §73.2080(c)(6) of the FCC Rules and Regulations on behalf of the Station Employment Unit doing business as Wendlee Broadcasting, which operates radio stations KSTA-AM Coleman TX, KQBZ-FM Brownwood TX, KXYL-AM Brownwood TX, and KXYL-FM Coleman TX, said stations are small markets of less than 250 thousand population.

Wendlee Broadcasting has 12 full time employees, and 6 part time employees (scheduled for less than 30 hours per week).

Of the full time persons, 4 are women, 8 are male. 4 are in their first job in broadcasting. Of the part time personnel, all are male, 2 are Hispanic, and 2 are in their first job in broadcasting.

It is our policy to recruit, hire, and promote qualified individual regardless of ethnicity, religious affiliation, or age. It is also our policy to promote diversity within the broadcasting industry. Wendlee Broadcasting and Tackett-Boazman Broadcasting LP are equal opportunity employers.

During this period, two full time positions – both in Sales, were hired. Both came from applications on file as a result of advertisements on the radio, and they had not held jobs in broadcasting prior to this. In addition, one part time position – News-talk Producer – was hired as a result of an application coming from the Texas Workforce Commission. It was also his first job in broadcasting. One full time position was downgraded to a part time position in the programming staff.

During this period, there were 10 applications from the Texas Workforce Commission, none had prior broadcasting experience. There were 4 unsolicited applications.

Our sources for solicited applications are:

The Brownwood Bulletin, 700 Carnage, Brownwood TX;
Chronicle and Democrat Newspaper, 208 Pecan, Coleman TX;
Howard Payne University, 1005 Clark St., Brownwood, TX;
Texas Workforce Commission, 2202 Highway 377 S., Brownwood TX;
Brownwood High School, 2100 Slayden, Brownwood TX;
Early Independent School District, 101 Turtle Creek Drive, Early TX;
Texas State Technical College, 304 Booker, Brownwood TX;
Job Core, 2202 Highway 377 S., Brownwood TX;

These sources are notified of the full time openings at our radio stations as they occur. In our communities, there are no recognized minority advocacy groups. However, our stations routinely broadcast an announcement soliciting such groups that would like to be notified to contact us and be added to our list. Christian Women's Job Corps was added to our list as a result of these announcements this year.

In addition, Wendlee Broadcasting / Tackett-Boazman Broadcasting LP engages in other initiatives and activities to recruit and encourage members of all minorities to apply for positions at all levels of employment within the company. December 10th, 2010, our operations manager participated in a seminar conducted by the Central Counties Training Coalition concerning communication across cultural differences and celebrating Brown County's Diversity, earning 3 continuing Education Credits from Howard Payne University in the seminar. During the seminar, he presented the processes of obtaining employment in broadcasting for minority members.

Wendlee Broadcasting also has a weekly program for the beginning employees to conduct on the job training called Tackett U which typically runs an hour each week. The program also contains information needed for the employee to qualify for higher positions in the organization. It is conducted by the General Manager, who has over 50 years in the industry in sales and management. The programming personnel are mentored by the Operations Manager who has over 40 years in the industry in programming, production, engineering, and management.

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