

**RGV Educational Broadcasting, Inc.
KMBH FM
Employment and Hiring Data
January 1, 2012 – December 31, 2012**

Radio (Full-time)

	African-American Females	Hispanic Females	Total
Managers -Joint Professionals	1	1	
TOTAL	1	1	2

	Hispanic Males	White-Non Hispanic Males	Total
Officials -Joint	1		
Managers	1		
Professionals	1		
Sales Workers -Joint		1	
Technicians -Joint	1		
TOTAL	4	1	5

TOTAL	7
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Radio (Part-time)

	Hispanic Males	Total
Professionals -Joint	1	
TOTAL	1	1

TOTAL	1
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Radio Major Programming Decision Makers

	Hispanic	White-Non Hispanic	Total
Male Major Programming Decision Makers	1	1	
TOTAL	1	1	2

TOTAL	2
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Radio Hiring

Position Name	Date Posted	Posting Method	No. of Applicants	No. of Interviews	Recruitment source for each Interviewee	No. Hired	Recruitment source for hired applicant	Recruitment Resources
Underwriter Development and Marketing	N/A	Internal	1	1	Employee reference	1	Direct hire	0
Web Design and Development (Part-time)	N/A	Internal	1	1	Employee reference	1	Direct hire	0

Position Name	Followed FCC guideline for hiring	Reason
Underwriter Development and Marketing	No	In Feb. 2012, KMBH TV & Radio was in discussions with CPB regarding a waiver to continue to receive its Television CSG. At this time, as General Manager, I was 7 months into the position and was under pressure to increase underwriting and support revenues for the station to comply with CPB requirements of achieving our Television NFFS of \$800,000. Base on FCC requirements, it does seem that I did not comply with the sufficient amount recruitment resources necessary.
Web Design and Development (Part-time)	Yes	