

**KLBJ(AM), KLBJ-FM, KBPA(FM), KLZT(FM),<sup>1</sup> KGSR(FM), KROX-FM**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2009 – March 31, 2010

**I. VACANCY LIST**

See Section II, Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Accounting Clerk	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	20
Account Executive	1, 2, 4-16, 19, 20, 24, 29, 30, 34, 35, 39, 40, 43-47	1
Account Executive	1, 2, 4-16, 19, 20, 24, 29, 30, 34, 35, 39, 40, 43-47	15
Account Executive	1, 2, 4-16, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	15
Account Executive	1, 2, 4-15, 19, 20, 24, 29, 30, 34, 35, 39, 40, 43-47	15
Account Executive: KLBJ-AM	1, 2, 4-16, 19, 20, 24, 29, 30, 34 35, 39, 40, 43-47	34
On-Air Personality: KLBJ-FM	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	15
On-Air Personality: KLBJ-FM	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	15
Community Outreach Mgr.	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	4
Account Executive	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	1
On-Air Personality: KLZT <sup>2</sup>	16	16
On-Air Personality: KLZT <sup>2</sup>	16	16
Account Executive: KLZT <sup>2</sup>	16	16
Account Executive: KLZT <sup>2</sup>	16	16
Account Executive: KLZT <sup>2</sup>	16	16
On-Air Personality: KLZT <sup>2</sup>	16	16
On-Air Personality: KLZT <sup>2</sup>	16	16
On-Air Personality: KLZT <sup>2</sup>	16	16
Program Director	1, 2, 4-14, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	1
Promotions Director: KLBJ-AM & FM	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	1
Account Executive	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	4
Account Executive	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	1
Sales Assistant	1, 2, 4-15, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	1
Receptionist	1, 2, 4-14, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	29
EMG Coordinator	1, 2, 4-14, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	4
Digital Sales Manager	1, 2, 4-14, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	4
On-Air Personality/Music Dir: KGSR	1, 2, 4-14, 16, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	16
Account Executive	1, 2, 4-16, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	16
Account Executive	1, 2, 4-16, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	16
National Sales Manager	1, 2, 4-14, 16, 19, 20, 24, 29, 30, 35, 39, 40, 43-47	1

<sup>1</sup> In November 2009, the licensee introduced a new station format on one of its stations. On December 8, 2009, in connection with this format change, the call sign for station KGSR(FM) changed to KLZT(FM) and the call sign for station KDHT(FM) changed to KGSR(FM).

<sup>2</sup> Exigent circumstance (see note 1).

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>Internal Posting/Candidate</b>	N	43
2	<b>Texas Association of Broadcasters</b> 502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701 Phone: 512-322-9944 Attn: Craig Bean Entitled as of 1/24/07	Y	0
3	<b>Work In Texas</b> 6505 Airport Blvd., Suite 101B Austin, TX 78752 Phone: 512-485-3790 Attn: Al Minder – Contact Person	N	0
4	<b>Emmis Communications</b> 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Phone: (317) 684-8419 Attn: Natalie Contos, HR Generalist <a href="http://www.emmis.com">www.emmis.com</a>	N	42
5	<b>Caritas of Austin</b> 611 Neches Street P.O. Box 1947 Austin, TX 78767 Phone: (512) 479-4610 Ext. 145 Attn: Harry Crawford <a href="mailto:hcrawford@caritasofaustin.org">hcrawford@caritasofaustin.org</a> Attn: Tanya Grennough <a href="mailto:tgreenough@caritasofaustin.org">tgreenough@caritasofaustin.org</a> Entitled as of 2/5/07	Y	0
6	<b>Greater Austin Hispanic Chamber of Commerce</b> 2800 S. IH 35, Suite 260 Austin, TX 78704 Phone: (512) 476-7502 Attn: Joshua Garza Email: <a href="mailto:jgarza@gahcc.org">jgarza@gahcc.org</a> Entitled as of 1/24/07	Y	0

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7	<b>Austin Area Urban League</b> 1033 La Posada Drive, Suite 150 Austin, TX 78752 Phone: (512) 478-7176 ext. 230 Attn: Francis Green Email: <a href="mailto:info@aaul.org">info@aaul.org</a> Entitled as of 1/24/07	Y	0
8	<b>UT – College of Communication</b> University of Texas at Austin CMA 3.104 Austin, TX 78712-1094 Phone: (512)471-9421 Attn: Christina Worley Email: <a href="mailto:ccs@uts.cc.utexas.edu">ccs@uts.cc.utexas.edu</a> Entitled as of 1/24/07	Y	0
9	<b>Austin Association of Black Journalist</b> 3201 Steck Avenue Austin, TX 78757 Phone: (512) 459-2086 Attn: Shelton Green Email: <a href="mailto:Sgreen@kvue.com">Sgreen@kvue.com</a> Entitled as of 1/24/07	Y	0
10	<b>Capital City African American Chamber of Commerce</b> 5407 N. IH 35 Austin, TX 78723 Phone: (512) 459-1181 Attn: Amanda Spain Email: <a href="mailto:admin@capcitychamber.org">admin@capcitychamber.org</a> Entitled as of 1/22/07	Y	0
11	<b>Austin Community College</b> 7748 Hwy 290 West, Austin, TX 78736 Joyce Pope-Cain – Contact Person <a href="mailto:jpcain@austincc.edu">jpcain@austincc.edu</a> 512-223-8069 Entitled as of 1/24/07	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
12	<b>The Art Institute of Houston</b> 1900 Yorktown Houston, TX 77056 Phone: (713) 860-4314 Attn: Zack Zwicky Email: <a href="mailto:zzwicky@aii.edu">zzwicky@aii.edu</a> Entitled as of 1/24/07	Y	0
13	<b>American Broadcasting School in Arlington &amp; Garland</b> 712 North Watson Road Arlington, TX 76011 Phone: (817) 695-2474 Attn: Michelle McConnell Email: <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Entitled as of 2/1/07	Y	0
14	<b>Greater Austin Chamber Of Commerce</b> 210 Barton Springs Road, Suite 400 Austin, TX 78704 Phone: (512) 322-5612 Attn: Simone Leal Email: <a href="mailto:sleal@austinchamber.com">sleal@austinchamber.com</a> Entitled as of 1/24/07	Y	0
15	<b>Employee Referral</b>	N	46
16	<b>Non-employee Referral</b>	N	21
17	<b>Austin Help Wanted (austinhelpwanted.com)</b> 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 Phone: (845) 471- Eric P. Straus, President – Contact Person <a href="mailto:eric@RegionalHelpWanted.com">eric@RegionalHelpWanted.com</a> 845-471-1450	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	<b>TVandRadioJobs.com</b> <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a>	N	0
19	<b>All Access</b> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 <a href="http://www.allaccess.com">www.allaccess.com</a>	N	2
20	<b>Monster .com</b> 5 Clock Tower Place Maynard, MA 01754 Phone: 800-monster, Ext. 8988 Attn: Pete Puccini Email: <a href="mailto:Peter.puccini@monster.com">Peter.puccini@monster.com</a> <a href="http://www.monster.com">www.monster.com</a>	N	2
21	<b>FMQB - Friday Morning Quarterback</b> 1930 East Marlton Pike Executive Mews, F-36 Cherry Hill, NJ 08003 Phone: (856) 424-9114 Attn: Judy Swank Email: <a href="mailto:fmqb@fmqb.com">fmqb@fmqb.com</a>	N	0
22	<b>Radio &amp; Records, Inc.</b> 2049 Century Park East, 41 <sup>st</sup> Floor Los Angeles, CA 90067 Phone: (310) 788-1621 Attn: Karen Mumaw	N	0
23	<b>Austin American Statesman</b> (Local Newspaper) 305 S. Congress Avenue Austin, TX 78704 Phone: (512) 445-4004 Attn: Employment – Classified Ads	N	0
24	<b>YWCA – Women’s Referral Center</b> 2015 S. IH 35, Suite 110 Austin, TX 78740 Phone: (512) 326-1222 Fax: (512) 326-1395 Attn: Daphne Garza (Records Clerk) Entitled as of 2/28/07	Y	0

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25	<b>NAACP</b> 1704 E. 12 <sup>th</sup> Street Austin, TX 78702 Phone: (512) 476-6230 Attn: Career Placement	N	0
26	<b>American Women In Radio &amp; Television</b> P.O. Box 2684 Austin, TX 78768 Phone: (512) 459-2010 Attn: Misty Crayton <a href="mailto:mcrayton@kvue.com">mcrayton@kvue.com</a> Attn: Jamie Ahrens <a href="mailto:jamie.ahrens@twcable.com">jamie.ahrens@twcable.com</a> Email: awrtaustin@hotmail.com	N	0
27	<b>AIGA (American Institute of Graphic Arts)</b> Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Phone: (512) 344-1555 Attn: Stephanie Malone <a href="mailto:web@aigaaustin.org">web@aigaaustin.org</a>	N	0
28	<b>Creative HotList</b> 110 Constitution Drive Menlo Park CA 94025 Phone: (650) 815-4290 Fax: (650) 326-1648 Email: <a href="mailto:contact@creativehotlist.com">contact@creativehotlist.com</a> <a href="http://www.creativehotlist.com">http://www.creativehotlist.com</a>	N	0
29	<b>Craig's List – Austin</b> 1381 9 <sup>th</sup> Avenue San Francisco, CA 84122 Phone: (800) 664-0633 <a href="http://austin.craigslist.org">http://austin.craigslist.org</a>	N	1
30	<b>Guerra Communications</b> 902 E. Calton Road Laredo, TX 78041 Phone: (956) 724-9800 Attn: Aricella Navarro Email: <a href="mailto:anavarro@gahcc.org">anavarro@gahcc.org</a> Entitled as of 2/1/07	Y	0

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31	<b>America's Job Bank (AJB)</b> State Campus Building 12, Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz Email: <a href="mailto:pgolz@ajb.dni.us">pgolz@ajb.dni.us</a> <a href="http://www.ajb.org">www.ajb.org</a>	N	0
32	<b>Media Bistro</b> 494 Broadway, New York, NY 10012 Phone: (212) 929-2588 Attn: Kyle Crafton <a href="mailto:kyle@mediabistro.com">kyle@mediabistro.com</a> <a href="http://www.mediabistro.com">www.mediabistro.com</a>	N	0
33	<b>Jacobs Media</b> 29777 Telegraph Road, Suite 2650 Southfield, MI 48034 Phone: (248) 353-9030 Attn: Ralph Cipolla <a href="mailto:Ralph@jacobsmedia.com">Ralph@jacobsmedia.com</a> <a href="http://www.jacobsmedia.com">www.jacobsmedia.com</a>	N	0
34	<b>Walk-ins</b> Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 Phone: 512-832-4000	N	11
35	<b>Emmis Austin Radio Internship Program</b> 8309 North IH 35, Austin, TX 78753 Phone: (512) 832-4068 Attn: Marla Jamali (Intern Coordinator )	N	0
36	<b>BCFM Broadcast Cable Financial Management</b> 550 W. Frontage Road, Suite 3600 Northfield, IL 60093 Phone: (847) 716-7000 Fax: 847-716-7004	N	0
37	<b>Music Jobs USA</b> The Music Jobs USA team Phone: (323) 932-7885 Email: <a href="mailto:us-info@music-jobs.com">us-info@music-jobs.com</a> <a href="http://us.music-jobs.com">http://us.music-jobs.com</a>	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	<b>Society of Broadcast Engineers, Inc.</b> 9102 North Median Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 Fax: (317) 846-9120 Email: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	N	0
39	<b>Careerbuilder.com</b> 8044 Montgomery Road Cincinnati, OH 45241 Phone: (513) 247-2283 Attn: Brandon McAllister Email: <a href="mailto:Brandon.mcallister@careerbuilder.com">Brandon.mcallister@careerbuilder.com</a> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N	2
40	<b>Ohio/Illinois Centers For Broadcasting</b> 9000 Sweet Valley Drive, Valley View, OH 44125 Contact: Gary James –Nat. Dir. Of Placement <a href="mailto:gary@beonair.com">gary@beonair.com</a> <a href="http://www.funjobsonair.com">www.funjobsonair.com</a> www.beonair.com Entitled As Of April 23, 2008	Y	0
41	<b>Radio Advertising Bureau (RAB)</b> 1320 Greenway Drive, Suite 500 Irving, TX 75038 Phone: (972) 753-6756 Attn: Mark D. Levy Email: <a href="mailto:mlevy@rab.com">mlevy@rab.com</a>	N	0
42	<b>CBS School of Broadcasting</b> 9600 Great Hills Trail, Suite 200E Austin, TX 78759 Phone: (512) 340-1420 Contact: Jason A. Seale Email: <a href="mailto:jseale@gocsb.com">jseale@gocsb.com</a> and <a href="mailto:jobs@gocsb.com">jobs@gocsb.com</a>	N	0
43	<b>FreeBug (Google Base)</b> Attn: Kirsti Michaud Phone: (303) 399-1043 Email: <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> <a href="http://www.google.com/base">www.google.com/base</a>	N	0

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44	<b>FreeBug (Indeed)</b> Attn: Kirsti Michaud Phone: (303) 399-1043 Email: <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> www.Indeed.com	N	1
45	<b>FreeBug (Jobster)</b> Attn: Kirsti Michaud Phone: (303) 399-1043 Email: <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> www.jobster.com	N	0
46	<b>FreeBug (MyCRM)</b> Attn: Kirsti Michaud Phone: (303) 399-1043 Email: <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> <a href="http://www.mycrmcareer.com">www.mycrmcareer.com</a>	N	0
47	<b>FreeBug (Simply Hired)</b> Attn: Kirsti Michaud Phone: (303) 399-1043 Email: <a href="mailto:kmichaud@equest.com">kmichaud@equest.com</a> www.simplyhired.com	N	0
<b>TOTAL INTERVIEWEES OVER 12- MONTH PERIOD</b>			171

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Internship Program	<p>Our SEU maintains an ongoing internship program for the benefit of college students. Undergraduate students enrolled in a credit program with their schools are given the opportunity for hands-on experience at one of our radio stations. Every effort is made to assign interns to a station department that matches his or her career aspirations or focus of study. Interns assist the station staff in most areas of the radio station. Students are regularly monitored and evaluated by station staff.</p> <p>During the reporting period, 24 students interned, as follows:.</p> <p>During the Spring Semester, 3 students interned in the KROX-FM Programming Department, 1 interned with the Emmis Marketing Group, 4 interned in the KLBJ-FM Programming Department, 1 interned in the FM Operations Department, 1 interned in Capital Traffic Sales, and 1 interned in both KLBJ-AM Programming Dept &amp; the Community Outreach Department.</p> <p>During the Summer Semester, 1 student interned in Capital Traffic Sales, 1 interned in KDHT Promotions Department, 1 interned in Creative Services Department, 1 interned in the Emmis Marketing Group, and 2 interned in the KROX Programming Department.</p> <p>During the Fall Semester, 1 student interned in the KROX Promotions Department, 2 interned in Capital Traffic Sales, 3 interned in KROX Programming Departments, and 1 interned with the Emmis Marketing Group.</p>
2	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On February 6, 2009, our SEU provided a station tour for high school students from Florence High School. The students were interested in learning about the broadcasting industry. This tour was coupled with job shadowing activities and/or presentations addressing careers in broadcasting, educational and skill requirements, and the radio industry.</p>

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3	Participate in event or project sponsored by educational institution relating to broadcast careers	On February 3-4 2010, 3 students participated in a "COOL WEEK" Program at our SEU. The program is sponsored by Cedar Park Independent School District & the Leander Independent School District for high school students interested in broadcast or media related careers. Students spent time in HR, Sales, Promotions, Interactive, Programming, and Sound Design to understand the role of each department in the radio business industry. Students made a final presentation: "A Commercial Timeline" that detailed how a commercial gets on-air. Students also produced an on-air commercial.
4	Participate in event or project sponsored by educational institution relating to broadcast careers	On October 21, 2009, 1 high school student from El Buen Go Project participated in the Austin Mayor's Committee for People with Disabilities project: 'Disability Mentoring Day' at our SEU. This project pairs students and/or job seekers with mentors in their area of career interest. The student spent time with KLBJ-FM, KGSR, & KDHT Programming Departments and the Promotions Department. Staff provided job information on duties, school and/or work requirements, job skills, and career paths within the radio industry.
5	Participate in event or project sponsored by educational institution relating to broadcast careers	On November, 24, 2009, a Promotions Director spoke as a guest lecturer at Texas State University in San Marcos, TX – Mass Communications Broadcast Management class. The topic was "Format Flips" which discussed the considerations and reasons for format flips within the radio industry.
6	Participate in event or project sponsored by educational institution relating to broadcast careers	On February 8, 2010, Operations Manager spoke at the University of Texas – UT Broadcast management class. The topic was "Radio Broadcast Management" for students interested in broadcast careers.
7	Participate in event or project sponsored by educational institution relating to broadcast careers	On February 22, 2010, the Operations Manager spoke to a group of educators at the Texas Association of Broadcasters meeting. The topic was "Upcoming Changes & Challenges in Broadcast Media" for students interested in broadcast careers.

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<b>8</b>	Participate in Career Fair	On March 30, 2010 our SEU staffed a booth at the University of Texas at Austin - Spring 2010 Fine Arts Internship & Networking Fair. Station participants included: HR Coordinator, Promotions Director, Community Outreach Manager, and Digital Media Manager. Staff provided information and discussed job and/or summer internship opportunities available for individuals interested in broadcasting careers.
<b>9</b>	Participate in Career Fair	On March 31, 2010 our SEU staffed a booth at the University of Texas at Austin - Spring 2010 Communication Job & Internship Fair. Station participants included: HR Coordinator, 2 Promotions Directors, & Digital Media Manager. Staff provided information and discussed job and/or summer internship opportunities available for individuals interested in broadcasting careers.