

**KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2009 through March 31, 2010<sup>1</sup>**

**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>
Account Executive	1-9, 13-18	15
Account Executive	1-9, 13-18	15
Account Executive	1-9, 13-18	18
Account Executive	1-9, 13-18	15
Account Executive	1-9, 13-18	18
Account Executive	1-9, 13-18	15
Account Executive	1-9, 13-18	15

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<sup>1</sup> This Report includes recruitment activity from April 1, 2009 through March 31, 2010.

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**II. Master Recruitment Source List (MRSL)**

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full- Time Vacancy
1	<b>Abilene Chamber of Commerce</b> 174 Cypress Street #200 Abilene, Texas 79603 Email: vsmedley@abilenechamber.com	No	0
2	<b>Texas Workforce Center</b> 400 Oak Street Abilene, Texas 79601 Email: mickeymcarty@workforcecenter.org	No	1
3	<b>Texas State Technical College</b> 650 East Highway 80 Abilene, Texas 79601 Email: juliahumphrey@tstc.com	No	0
4	<b>Abilene Christian University</b> 1600 Campus Court Abilene, Texas 79601 Email: humanresources@edi.com	No	0
5	<b>League of United Latin American Citizens (LULAC)</b> P.O. Box 2106 Abilene, Texas 79604 Email: Gracy.lemon@hhsc.state.tx.us	No	0
6	<b>McMurry University</b> 14th & Sayles Blvd. McMurry Station Box 278 Abilene, TX 79697 Email: jgreer@mcm.com	No	1
7	<b>Cisco College</b> 717 East Industrial Blvd Abilene, Texas 79601 Email: Terri.russell@cjc.edu	No	0
8	<b>Hardin Simmons University</b> 2200 Hickory Abilene, Texas 79601 Email: jthaxton@hsutx.edu	No	1
9	<b>Abilene Hispanic Guide</b> 473 Cypress Street Abilene, Texas 79602 Email: Jessie@ahguide.com	No	0
10	<b>All Access Music Group</b> 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 www.allaccess.com	No	0
11	<b>Inside Radio</b> www.insideradio.com	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
12	<b>Radio Advertising Bureau</b> <i>www.rab.com</i>	No	0
13	<b>Ohio Center For Broadcasting – Columbus</b> Email: Placement.columbus@beonair.com	Yes	0
14	<b>Cumulus Jobs</b> <i>www.cumulusjobs.com</i>	No	2
15	<b>On-air announcements</b>	No	11
16	<b>Walk-Ins</b>	No	4
17	<b>Job Fair</b> ( <i>as listed in Sec. III</i> )	No	9
18	<b>Employee Referrals</b>	No	6
<b>Total</b>			<b>35</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
1	Participate in job fair	On April 2, 2009, our SEU participated in the Texas Workforce Center's job fair in the Abilene Civic Center. In addition to collecting resumes we gave fair participants information about our SEU and answered questions relating to broadcasting careers. Station participants included our Market Manager and General Sales Manager.
2	Participate in job fair	On March 24, 2009, our SEU participated in the Abilene Chamber of Commerce Business Expo in the Abilene Civic Center. At the Expo we collected resumes and answered participant's questions about job opportunities. Station participants included our Market Manager and General Sales Manager.
3	Sponsor internship program	Throughout the reporting period our SEU sponsored an internship program for students studying mass communications at Hardin Simmons University and at McMurry University.. During the internship program students were given first-hand experience in many aspects of broadcasting, including sales, programming and bookkeeping. Students are also able to seek career advice from station personnel. Students were supervised by the Operations Mgr.