

**KLBJ (AM), KLBJ (FM), KBPA (FM), KLZT (FM), KGSR (FM), KROX (FM)  
EEO PUBLIC FILE REPORT  
April 1, 2010 – March 31, 2011**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Sales Mgr: KLZT	1, 2, 4-16, 34, 35, 39, 40, 43-47	1
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	4
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	15
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	1
Reporter/Anchor	1, 2, 4-16, 34, 35, 39, 40, 43-47	1
Reporter/Anchor	1, 2, 4-16, 34, 35, 39, 40, 43-47	1
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	15
Credit and Collections Coordinator	1, 2, 4-16, 34, 35, 39, 40, 43-47	4
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	15
Traffic Director	1, 2, 4-16, 34, 35, 39, 40, 43-47	15
Sales Assistant	1, 2, 4-16, 34, 35, 39, 40, 43-47	1
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	15
KLBJ-AM Producer	1, 2, 4-16, 34, 35, 39, 40, 43-47	1
Account Executive	1, 2, 4-16, 34, 35, 39, 40, 43-47	16

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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>Emmis Austin Radio</b> <b>Internal Candidates/Transfers/Promotions</b> 8309 North IH 35 Austin, TX 78753 Attn: Marla Jamali (512) 832-4068	N	18
2	<b>Texas Association of Broadcasters</b> 502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701 Attn: Craig Bean (512) 322-9944	Y	1
3	<b>Work In Texas</b> 6505 Airport Blvd. Suite 101B Austin, TX 78752 Attn: Al Minder – Contact Person (512) 485-3790	N	0
4	<b>Emmis Communications</b> 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Attn: Jennifer Mulzer, HR Generalist (317) 684-8419 www.emmis.com	N	28
5	<b>Caritas of Austin</b> 611 Neches Street P.O. Box 1947 Austin, TX 78767 Attn: Harry Crawford hcrawford@caritasofaustin.org Attn: Tanya Greenough tgreenough@caritasofaustin.org (512) 479-4610 Ext. 145	Y	0
6	<b>Greater Austin Hispanic Chamber of Commerce</b> 2800 S. IH 35, Suite 260 Austin, TX 78704 Attn: Joshua Garza (512) 476-7502 jgarza@gahcc.org	Y	0

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7	<b>Austin Area Urban League</b> 1033 La Posada Drive, Suite 150 Austin, TX 78752 Attn: Francis Green (512) 478-7176 ext. 230 info@aaul.org	Y	0
8	<b>UT – College of Communication</b> University of Texas at Austin CMA 3.104 Austin, TX 78712-1094 Attn: Christina Worley (512) 471-9421 ccs@uts.cc.utexas.edu	Y	0
9	<b>Austin Association of Black Journalist</b> 3201 Steck Avenue Austin, TX 78757 Attn: Shelton Green (512) 459-2086 Sgreen@kvue.com	Y	0
10	<b>Capital City African American Chamber of Commerce</b> 5407 N. IH 35 Austin, TX 78723 Attn: Amanda Spain (512) 459-1181 <a href="mailto:admin@capcitychamber.org">admin@capcitychamber.org</a>	Y	0
11	<b>Austin Community College</b> 7748 Hwy 290 West Austin, TX 78736 Attn: Joyce Pope-Cain (512) 223-8069 jpcain@austincc.edu	Y	0
12	<b>The Art Institute of Houston</b> 1900 Yorktown Houston, TX 77056 Attn: Zack Zwicky (713) 860-4314 zzwicky@aia.edu	Y	0

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13	<b>American Broadcasting School in Arlington &amp; Garland</b> 712 North Watson Road Arlington, TX 76011 Attn: Michelle McConnell (817) 695-2474 michelle@radioschool.com	Y	0
14	<b>Greater Austin Chamber Of Commerce</b> 210 Barton Springs Road, Suite 400 Austin, TX 78704 Attn: Simone Leal (512) 322-5612 sleal@austinchamber.com	Y	0
15	<b>Employee Referral</b>	N	34
16	<b>Non-employee Referral</b>	N	6
17	<b>Austin Help Wanted (austinhelpwanted.com)</b> 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 Eric P. Straus, President (845) 471-1450 eric@RegionalHelpWanted.com	N	0
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 (310) 457-6616 www.allaccess.com	N	0
20	<b>Monster .com</b> 5 Clock Tower Place Maynard, MA 01754 Attn: Pete Puccini (800) monster, Ext. 8988 Peter.puccini@monster.com www.monster.com	N	0

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21	<b>FMQB - Friday Morning Quarterback</b> 1930 East Marlton Pike Executive Mews, F-36 Cherry Hill, NJ 08003 Attn: Judy Swank (856) 424-9114 fmqb@fmqb.com	N	0
22	<b>Radio &amp; Records, Inc.</b> 2049 Century Park East, 41 <sup>st</sup> Floor Los Angeles, CA 90067 Attn: Karen Mumaw (310) 788-1621	N	0
23	<b>Austin American Statesman (Local Newspaper)</b> 305 S. Congress Avenue Austin, TX 78704 Attn: Employment – Classified Ads (512) 445-4004	N	0
24	<b>YWCA – Women’s Referral Center</b> 2015 S. IH 35, Suite 110 Austin, TX 78740 Attn: Daphne Garza (Records Clerk) (512) 326-1222 (512) 326-1395 (Fax)	N	0
25	<b>NAACP</b> 1704 E. 12 <sup>th</sup> Street Austin, TX 78702 Attn: Career Placement (512) 476-6230	N	0
26	<b>American Women In Radio &amp; Television</b> P.O. Box 2684 Austin, TX 78768 Attn: Misty Crayton mcrayton@kvue.com Attn: Jamie Ahrens jamie.ahrens@twcable.com (512) 459-2010 awrtaustin@hotmail.com	N	0

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27	<b>AIGA (American Institute of Graphic Arts)</b> Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Attn: Stephanie Malone (512) 344-1555 web@aigaustin.org	N	0
28	<b>Creative HotList</b> 110 Constitution Drive Menlo Park CA 94025 (650) 815-4290 (650) 326-1648 (Fax) contact@creativehotlist.com http://www.creativehotlist.com	N	0
29	<b>Craig's List – Austin</b> 1381 9 <sup>th</sup> Avenue San Francisco, CA 84122 (800) 664-0633 http://austin.craigslist.org	N	0
30	<b>Guerra Communications</b> 902 E. Calton Road Laredo, TX 78041 Attn: Aricella Navarro (956) 724-9800 anavarro@gahcc.org	N	0
31	<b>America's Job Bank (AJB)</b> State Campus Building 12, Albany, NY 12240 Attn: Peggy Golz (518) 457-2174 pgolz@ajb.dni.us www.ajb.org	N	1
32	<b>Media Bistro</b> 494 Broadway, New York, NY 10012 Attn: Kyle Crafton (212) 929-2588 kyle@mediabistro.com www.mediabistro.com	N	0

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33	<b>Jacobs Media</b> 29777 Telegraph Road, Suite 2650 Southfield, MI 48034 Attn: Ralph Cipolla (248) 353-9030 Ralph@jacobsmedia.com www.jacobsmedia.com	N	0
34	<b>Walk-ins</b> Emmis Austin Radio 8309 North IH 35, Austin, TX 78753 (512) 832-4000	N	2
35	<b>Emmis Austin Radio Internship Program</b> 8309 North IH 35, Austin, TX 78753 Attn: Marla Jamali (Intern Coordinator ) (512) 832-4068	N	3
36	<b>BCFM Broadcast Cable Financial Management</b> 550 W. Frontage Road, Suite 3600 Northfield, IL 60093 (847) 716-7000 (847) 716-7004 (Fax)	N	0
37	<b>Music Jobs USA</b> The Music Jobs USA team (323) 932-7885 us-info@music-jobs.com http://us.music-jobs.com	N	0
38	<b>Society of Broadcast Engineers, Inc.</b> 9102 North Median Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000 (317) 846-9120 (Fax) kjones@sbe.org	N	0
39	<b>Careerbuilder.com</b> 8044 Montgomery Road Cincinnati, OH 45241 Attn: Brandon McAllister (513) 247-2283 Brandon.mcallister@careerbuilder.com www.careerbuilder.com	N	4

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40	<b>Ohio/Illinois Centers For Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH 44125 Attn: Gary James –Nat. Dir. Of Placement gary@beonair.com www.funjobsonair.com www.beonair.com	Y	0
41	<b>Radio Advertising Bureau (RAB)</b> 1320 Greenway Drive, Suite 500 Irving, TX 75038 Attn: Mark D. Levy (972) 753-6756 mlevy@rab.com	N	0
42	<b>CBS School of Broadcasting</b> 9600 Great Hills Trail, Suite 200E Austin, TX 78759 Attn: Jason A. Seale (512) 340-1420 jseale@gocsb.com and jobs@gocsb.com	N	0
43	<b>FreeBug (Google Base)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.google.com/base	N	0
44	<b>FreeBug (Indeed)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.Indeed.com	N	1
45	<b>FreeBug (Jobster)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.jobster.com	N	0
46	<b>FreeBug (MyCRM)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.mycrmcareer.com	N	0

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47	<b>FreeBug (Simply Hired)</b> Attn: Kirsti Michaud (303) 399-1043 kmichaud@equest.com www.simplyhired.com	N	0
<b>TOTAL INTERVIEWEES OVER 12- MONTH PERIOD</b>			<b>98</b>

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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. A minimum of 20 percent is job shadowing other departments so they know how the station runs as a whole.</p> <p>During the reporting period, 45 students interned.</p> <p>Summer 2010 semester - 8 students interned with On-Air, 1 with Human Resources, 2 with Promotions, 2 with Capital Traffic, 1 with Emmis Marketing Group, 1 with Community Outreach, and 1 with Digital Medial Sales.</p> <p>Fall Semester 2010 semester - 4 students interned On-Air, 2 students with Emmis Marketing Group, 1 in Traffic, 1 in Capital Traffic, and 1 in Promotions.</p> <p>Spring 2011 semester – 3 students interns with EMG, 1 student with HR, 1 student with Traffic, 2 students in Capital Traffic, 1 student with Community Outreach, 10 students On-Air, and 2 students with Promotions.</p>
2	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On April 7, 2010, our SEU participated in a job shadow program with Westlake High School in Austin, Texas. Four students attended the program.</p> <p>Students spent time in HR, Sales, Promotions, Interactive, Programming, and Sound Design to understand the role of each department. Students presented “A Commercial Timeline” that detailed how a commercial gets on-air. Students also produced an on-air commercial.</p>
3	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On September 17, 2010 a group of students from Austin Community College toured the building to learn about the radio industry. Approximately 11 students visited Sound Design, Production, Newsroom, and the Promotions Department.</p> <p>Students learned about careers in radio broadcasting and asked questions. Educational and skill requirements were addressed as well as the intern program.</p>

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4	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On October 11, 2010 our KROX Promotions Director attended Career Day at Akins High School in Austin, TX. The Promotions Director was part of a panel of professionals who spoke to 9<sup>th</sup> grade students about his occupation.</p> <p>Areas covered included job description, salary range, job/educational requirements and a brief overview of the promotions department role within the radio industry.</p>
5	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On October 15, 2010 a class from Texas A&amp;M University toured the building. A group of 6 students met with Production, Promotions, On-Air, Human Resources, Sales, Emmis Marketing Group and the Business Office.</p> <p>Subjects covered were careers in broadcasting, educational requirements, work experience required, internships, and how employees entered the business.</p>
7	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On December 12, 2010 college students from the Art Institute of Austin toured the building. Students visited the KGSR studio, Engineering, Promotions, Sound Design, and Traffic departments.</p> <p>Students were shown how commercials were recorded and produced. They also learned about the academic requirements and work experience that is needed for careers in radio.</p>
8	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On February 9 &amp; 10, 2011, our SEU participated in an annual job shadow project entitled COOL Week. Students from Leander, Vista Ridge and Cedar Park high schools partner up with local area businesses to learn about careers. Two students from Vista Ridge and Cedar Park attended.</p> <p>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.</p>
9	Participate in event or project sponsored by educational institution relating to broadcast careers	<p>On April 8, 2010 our SEU staffed a booth at the St. Edward’s University Job &amp; Internship Fair in Austin, TX. The event was attended by the HR Coordinator.</p> <p>Staff provided information and discussed job and spring internship opportunities available for individuals interested in broadcasting careers.</p>

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<b>10</b>	Participate in Career Fair	<p>On September 22, 2010 our SEU staffed a booth at the Huston-Tillotson University Fall Career Expo/Spring Internship Fair. Station participants included: HR Coordinator, Office Manager, and Community Outreach Manager</p> <p>Staff provided information and discussed job and spring internship opportunities available for individuals interested in broadcasting careers.</p>
<b>11</b>	Participate in Career Fair	<p>On October 12, 2010 our SEU staffed a booth at the Art Institute of Austin Part-Time Job Fair. Station participants included: HR Coordinator and Digital Media Manager.</p> <p>Staff provided information and discussed job and spring internship opportunities available for individuals interested in broadcasting careers.</p>
<b>12</b>	Participate in Career Fair	<p>On October 21, 2010 our SEU staffed a booth at the Texas State Mass Communications Career Fair. Station participants included: HR Coordinator, Office Manager, and two Promotions Directors.</p> <p>Staff provided information and discussed job and spring internship opportunities available for individuals interested in broadcasting careers.</p>
<b>13</b>	Participate in Career Fair	<p>On October 27, 2010 our SEU staffed a booth at the Fall 2010 Communication Job &amp; Internship Fair held at the University of Texas in Austin. Station participants included: HR Coordinator, Office Manager, Traffic Director Supervisor, and Community Outreach Manager.</p> <p>Staff provided information and discussed job and spring internship opportunities available for individuals interested in broadcasting careers.</p>
<b>14</b>	Participate in Career Fair	<p>On March 8, 2011 our SEU staffed a booth at the 2011 UT Fine Arts Job &amp; Internship Fair held at the University of Texas in Austin. Station participants included the HR Coordinator.</p> <p>Staff provided information on current job opportunities and routed students to the corporate website. Staff also provided information on the internship program for students interested in broadcasting.</p>

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<b>15</b>	Participate in Career Fair	<p>On March 23, 2011 our SEU staffed a booth at the 2011 Texas State University Mass Communications Career Fair held in San Marcos, Texas. Station participants included the Traffic Director.</p> <p>Staff provided information on current job opportunities as well as summer and fall internships. Intern program literature was distributed for students interested in broadcasting careers. Resumes were accepted for employment opportunities and students were directed to the corporate website to apply online.</p>
<b>16</b>	Participate in Career Fair	<p>On March 24, 2011 our SEU attended the St. Edward's University Job and Internship Fair in Austin, Texas. Station participants included the HR Coordinator.</p> <p>Current job opportunities and summer and fall internship information was provided to students. Intern brochures were distributed and questions answered regarding the intern program. Resumes were accepted for current job opportunities and students were directed to the corporate website to apply online.</p>