

A.

Annual EEO Public File Report (April 1, 2008 - March 31, 2009)

KLTO-FM, KXTN-FM, KROM(FM), KBBT(FM), KCOR(AM), KGSX(FM)

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KLTO-FM, KXTN-FM, KROM(FM), KBBT(FM), KCOR(AM), KGSX(FM), and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2008 to and including March 31, 2009 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Appendix 2 to

Annual EEO Public File Report

Covering the Period from April 1, 2008 to March 31, 2009

Station(s) Comprising Station Employment Unit: KLTO-AM, KXTN-FM, KROM-FM, KBBT-FM, KCOR-AM, KGSX-FM

Section 2: Recruitment Source Information

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A	Texas Association of Broadcasters 502 E. 11 th St., Suite 200 Austin, TX 78701		1-8
B	Station On-Air Announcements 411 E. Durango San Antonio, TX 78204		1-8
C	Texas Workforce Commission (Alamo Work Source) Job Placement Daniel Carbajal/Sherry Yeckel 8323 Culebra Rd., Suite 102 San Antonio, TX 78251 210-224-4357 210-509-3571 (fax)		1-8
D	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	60	1-8
F	AARP Veronica Kenney 1405 N. Main St Suite 125 San Antonio TX 78212 210-223-8900		1-8

	210-223-8930 (fax)		
G	Alamo City Chamber of Commerce Valerie Toler/Shanelle Bean 600 Hemisphere Plaza Way, Bldg. 406-10 San Antonio TX 78205 210-226-9055 210-226-0524 (fax)		1-8
H	Career Point Business School Guadalupe S. Roque Career Planning and Placement 485 Spencer Lane San Antonio, TX 78201 210-732-3000 210-734-2613 (fax)		1-8
K	Foundation for Minority Interests in Media (FMIM) Sandra Rice-Job Placement 524 West 57th Street New York, NY 10019 212-975-2545 212-975-5884 (fax)		1-8
L	Hispanic News Media Association Job Placement 1420 N Street N.W. Washington, DC 20005 202-234-0280 202-234-4090 (fax)		1-8
M	Howard University Paris McCoy Career Planning & Placement Center 2400 Sixth Street NW Washington, DC 20059 202-806-6100 202-462-4267 (fax)		1-8
N	Huston-Tillotson College Career Services 900 Chicon Street Austin, TX 78702 512-505-3028		1-8

	512-505-3192 (fax)		
P	Laredo Community College Career Planning and Placement West End Washington Street Laredo, TX 78040 956-721-5138		1-8
Q	Mexican-American Business & Prof. Women's Club Job Placement P.O. Box 7627 San Antonio, TX 78207-0627 210-978-0500 210-978-0547 (fax)		1-8
R	Mexican American Unity Council Ester Dimas Job Placement 2300 W. Commerce, Suite 200 San Antonio, TX 78207 210-978-0500 210-978-0547 (fax)		1-8
S	NAACP San Antonio Clay E. Burris Job Bank Coordinator P.O. Box 200225 San Antonio, TX 78220 210-224-7636 210-476-0989		1-8
T	National Association of Black Journalists (NABJ) Job Placement 8701A Adelphi Road Adelphi, MD 20783-1716 301-445-7100 301-445-7101 (fax)		1-8
W	National Technical Institute for the Deaf Donna Becker/Center on Employment 52 Lomb Memorial Drive		1-8

	Rochester, NY 14623 585-475-6219 585-475-7570 (fax)		
X	National Urban League Job Placement 120 Wall Street New York, NY 10005 212-558-5373 212-343-5189 (fax)		1-8
Y	NCOA Veterans Program P.O. Box 33610 San Antonio, TX 78265 210-653-6161 210-637-3338 (fax)		1-8
Z	Network of Hispanic Communications Job Placement P.O. Box 22313 Dallas, TX 75222 214-977-8808		1-8
AA	National Asian American Telecommunications Assn. Job Placement 145 9th Street Suite 350 San Francisco, CA 94103 415-863-0814 415-863-7428 (fax)		1-8
BB	Our Lady of Mt. Carmel & St. Theresa Catholic Church Father John M. Suenram 824 Kentucky San Antonio, TX 78201 210-735-9126 210-735-1389 (fax)		1-8
CC	Palo Alto College Career Planning and Placement 1400 W. Billares San Antonio, TX 78224 210-921-5298 210-921-5030 (fax)		1-8
DD	Pan American University Janie Rios		1-8

	Career Planning and Placement 1201 W. University Drive Edinburg, TX 78539 956-721-5138		
EE	San Antonio Women's Chamber of Commerce of Texas Job Placement-Clara Reyna sawcc@dcci.com (email jobs ops) 217 Hemisphere Grounds San Antonio, TX 78205 210-299-2636		1-8
FF	San Antonio College Job Placement Program 1300 San Pedro Ave. San Antonio, TX 78212-0706		1-8
GG	San Antonio Hispanic Chamber of Commerce Casa de Mexico International Bldg. 318 W. Houston, Suite 300 San Antonio, TX 78205 210-225-0462 210-225-2485 (fax)		1-8
HH	San Fernando Television Ministries Father David Garcia 115 Main Plaza San Antonio, TX 78205 210-227-1297 210-271-0149 (fax)		1-8
II	St. Mary Magdalen's Church Father Robert Hogan 1710 Clower San Antonio, TX 78201 210-735-5269 210-738-0698 (fax)		1-8
JJ	St. Mary's University Shelly Garcia Career Planning and Placement	1	1-8

	One Camino Santa Maria San Antonio, TX 78228 210-436-3102 210-431-2231 (fax)		
LL	St. Philip's College Career Services-Susan Sprole 1801 Martin Luther King Drive San Antonio, TX 78203- 2098 210-531-3397 210-531-3393 (fax)		1-8
NN	Texas A&M University at Corpus Christi Career Services-Sherry Bowers 6300 Ocean Dr., University Ctr., Rm 304 Corpus Christi, TX 78412 361-825-2628 361-825-5729 (fax)		1-8
OO	Texas A&M University at Kingsville Barbara Matthys-Career Services 700 University Blvd., MSC 106 Kingsville, TX 78363 361-593-2111 361-593-4088 (fax)		1-8
PP	*Texas Careers Marta Mangrum 1015 Jackson Keller Suite 102A San Antonio, TX 78213 210-308-8584 Ext 50 210-308-8269 (fax)		1-8
TT	Internal Posting	1	1-8
UU	Trinity University Yvonne Hinijosa-Dir. of Career Srvcs 715 Stadium Drive, #78 San Antonio, TX 78212- 7200 210-736-8321		1-8

	210-999-7493 (fax)		
VV	University of the Incarnate Word Office of Career Services- Valerie Hooge 4301 Broadway San Antonio, TX 78209 210-829-3931 210-829-6094 (fax)		1-8
WW	The University of Texas at El Paso Career Planning and Placement 500 W. University Avenue El Paso, TX 79968 915-747-5000 915-747-5730 (fax)		1-8
XX	The University of Texas at Austin Matt Berndt/Sharon Brown Communications Career Services One University Station A0901 Austin, TX 78712-0110 512-471-9421 512-232-1722 (fax)		1-8
YY	The University of Texas at San Antonio Career Services Office 6900 N. Loop 1604 West San Antonio, TX 78249 210-458-4589 210-458-4117 (fax)		1-8
ZZ	WorkinTexas.com		
AAA	Ohio/Illinois Center for Broadcasting Attn: Gary James National Placement Director 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 216-642-9232		1-8
CCC	Our Lady of the Lake University		1-8

	Michelle Sierra Career Planning Resources 411 S.W. 24th Street San Antonio, TX 78285 210-434-6711 x 249 210-431-4075 (fax)		
DDD	Univision.com		1-8
EEE	Employee/Industry Referral 1777 NE Loop 410, Suite 400, San Antonio, TX 78217	11	1-8
FFF	Univision Job Fair	2	1-8
GGG	Walk-In/Call-In	1	1-8

*Indicates sources that have requested notification of job vacancies at the SEU.

Appendix 3 to

Annual EEO Public File Report

Covering the Period from April 1, 2008 to March 31, 2009

Station(s) Comprising Station Employment Unit: KLTO-FM, KXTN-FM, KROM-FM, KBBT-FM, KCOR-AM, KGSX-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit.

San Antonio College – Texas Association of Broadcaster Career Expo – 10/23/08 – Longwith Radio TV & Film Building on San Antonio College campus. This job fair was attended by Hiring Managers.

San Antonio Colleges and Universities Career Centers Association (SACICCA) Job Fair – 11/20/08 at Blossom Athletic Center. This job fair was attended by Hiring Managers.

ST. Mary's University Job and Internship Fair – 1-28-09 at Career Services Center on the ST Mary University campus. This job fair was attended by Hiring Managers.

Trinity University Career Fair – 2/11/09 at Mabee Dining Hall on the Trinity University campus. This job fair was attended by Hiring Managers.

On March 17, 2009 Hiring managers took part in equal employment opportunity and discrimination prevention training conducted by Regional Human Resource Director, Clara Tuffyas.

On May 6, 2008 spoke to children at the Leal Middle School about careers in radio.

On May 9, 2008 spoke to children at the Hawthorn Academy about careers in radio.

On May 14, 2008 spoke to children at the Graebener Elementary School about careers in radio.

On May 20, 2008 spoke to children at the Poe Middle School about careers in radio.

On May 21, 2008 spoke to children at the Kriewald Elementary School about careers in radio.

On October 6, 2008 spoke to children at the Adams Elementary School about careers in radio.

One November 19, 2008 spoke to children at the Hawthorn Academy about careers in radio.

On November 19 and November 20, 2008 spoke to children at Gilbert Elementary School about careers in radio.

Listed upper-level category openings in a job bank or newsletter of a media trade group whose membership includes substantial participation by women and minority such as the Texas Association of Broadcasters.

B.

Annual EEO Public File Report (April 1, 2007 - March 31, 2008)

KAHL(AM), KXTN-FM, KROM(FM), KBBT(FM), KCOR(AM), KGSX(FM)

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Appendix 1 to

Annual EEO Public File Report

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Section 1: Vacancy Information

Full-time Positions Filled By Job Title Recruitment Source of Hire		
1	Account Executive	Industry Referral
2	National Sales Assistant	Careerbuilder.com
3	Receptionist	Internal Posting
4	Account Executive	Industry Referral
5	Account Executive	Careerbuilder.com
6	Traffic Assistant	Careerbulider.com
7	Program Director	Internal Posting
8	On Air Talent	On Air Announcement
9	Local Sales Assistant	Employee Referral
10	Production Technician	Univision Job Fair
11	National Promotions Coordinator	Internal Posting
12	Account Executive	Careerbuilder.com
13	Account Executive	Univision Job Fair
14	Promotions Coordinator	Employee Referral
15	Promotions Technician	Employee Referral
16	Account Executive	Walk In
17	Promotions Technician	Internal Posting
18	National Sales Assistant	Internal Posting

Total Number of Interviewees from All Sources: 149

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	Recruitment Source Name, Address, Location, Phone, Contact Person	Full-time Positions Filled Through This Source	Full-time Positions for Which This Source Was Utilized
A	Texas Association of Broadcasters 502 E. 11 th St., Suite 200 Austin, TX 78701		1-18
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D	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	80	1-18
F	AARP Veronica Kenney 1405 N. Main St Suite 125 San Antonio TX 78212 210-223-8900		1-18

	210-223-8930 (fax)		
G	Alamo City Chamber of Commerce Valerie Toler/Shanelle Bean 600 Hemisphere Plaza Way, Bldg. 406-10 San Antonio TX 78205 210-226-9055 210-226-0524 (fax)		1-18
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PP	*Texas Careers Marta Mangrum 1015 Jackson Keller Suite 102A San Antonio, TX 78213 210-308-8584 Ext 50 210-308-8269 (fax)		1-18
TT	Internal Posting	7	1-18
UU	Trinity University Yvonne Hinijosa-Dir. of Career Srvcs 715 Stadium Drive, #78 San Antonio, TX 78212- 7200 210-736-8321		1-18

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ZZ	WorkinTexas.com	3	
AAA	Ohio/Illinois Center for Broadcasting Attn: Gary James National Placement Director 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 216-642-9232		1-18
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DDD	Univision.com	3	1-18
EEE	Employee/Industry Referral 411 E. Durango San Antonio, TX 78204	30	1-18
FFF	Univision Job Fair	15	1-18
GGG	Walk-In/Call-In	3	1-18

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit.

University of the Incarnate Word Job Fair-03/06/08-Marian Hall Ballroom/Student Center on UIW campus center. This job fair was attended by Hiring Managers.

Trinity University Job Fair – 10/17/07 – Coates University Center. This job fair was attended by Hiring Managers.

University of Texas at San Antonio Job Fair – 10/10/07 – Downtown Campus, Assembly Room BV 1.338. This job fair was attended by Hiring Managers.

University of the Incarnate Word Job Fair-04/12/07 – Marian Hall Ballroom/Student Center on UIW Campus Center. This job fair was attended by Hiring Managers.

Univision Job Fair 11/7/07- Norris Conference Centers. This job fair was Hosted/Sponsored by Univision Radio of San Antonio and was attended by Hiring Managers.

On April 2, 2007 Biggie Paul from KBBT spoke to children at the Harlandale High school about careers in radio.

On April 13, 2007 Robbie Rob from KBBT spoke to children at the Churchill High School about careers in radio.