

KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)
EEO PUBLIC FILE REPORT
April 1, 2010 through March 31, 2011

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Secretary	1-9, 13-18	14
Program Director	1-9, 13-18	18
Account Executive	1-9, 13-18	18
Account Executive	1-9, 13-18	18

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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	Abilene Chamber of Commerce 174 Cypress Street #200 Abilene, Texas 79603 Email: vsmedley@abilenechamber.com	No	0
2	Texas Workforce Center 400 Oak Street Abilene, Texas 79601 Email: mickeymcarty@workforcecenter.org	No	0
3	Texas State Technical College 650 East Highway 80 Abilene, Texas 79601 Email: juliahumphrey@tstc.com	No	0
4	Abilene Christian University 1600 Campus Court Abilene, Texas 79601 Email: humanresources@edi.com	No	0
5	League of United Latin American Citizens (LULAC) P.O. Box 2106 Abilene, Texas 79604 Email: Gracy.lemon@hhsc.state.tx.us	No	0
6	McMurry University 14th & Sayles Blvd. McMurry Station Box 278 Abilene, TX 79697 Email: jgreer@mcm.com	No	0
7	Cisco College 717 East Industrial Blvd Abilene, Texas 79601 Email: Terri.russell@cjc.edu	No	0
8	Hardin Simmons University 2200 Hickory Abilene, Texas 79601 Email: jthaxton@hsutx.edu	No	0
9	West Texas Tribune 3300 South 14 th Suite 100 Abilene, Texas 79605 Email: westtexas Tribune.com	No	0
10	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 www.allaccess.com	No	1
11	Inside Radio 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	Radio Advertising Bureau <i>www.rab.com</i>	No	0
13	Ohio Center For Broadcasting – Columbus Email: Placement.columbus@beonair.com	Yes	3
14	Cumulus Jobs Dot Com <i>www.cumulusjobs.com</i>	No	2
15	On-air announcements	No	6
16	Walk-Ins	No	2
17	Job Fair (<i>as listed in Sec. III</i>)	No	3
18	Employee Referrals	No	4
Total			21

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1	Participate in job fair	On April 8, 2010, 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, 2011, 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	Participate in job fair	On October 27, 2010, our SEU participated in a job fair via a virtual reality booth held by the Ohio Center For Broadcasting. Participant from the SEU was our Market Manager.
4	Management level training regarding equal employment opportunity and preventing discrimination.	On January, 20 th , 2011, our SEU participated via teleconference in an FCC EEO training session entitled "The Nuts and Bolts of EEO Compliance" as presented by outside communications counsel for Cumulus. Station participants from SEU included Market Manager and Business Manager.
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On May 11 th , 2010, our Market Manager was invited to speak the Junior Achievement class at Cooper High School in Abilene Texas. The Market Manager spoke about career opportunities in radio, specifically in management, sales and programming and played several commercials and air checks recorded by SEU disc jockeys to promotion discussion. The market manager meet with individual students to review their individual resumes and helped to prepare the students to more fully understand how to apply for a job, putting them through the interview process on a direct, one on one basis.
6	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	SEU Market Manager is a member of the Advisory Board for the broadcast school established in Western Texas College in Snyder, Texas. He assisted the President and the Director or the Radio School by helping to establish the school curriculum as well as prepare students for careers in broadcasting.