

KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)
EEO PUBLIC FILE REPORT
April 1, 2007 through March 31, 2008¹

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
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	13
Account Executive	1-9, 12-16	15
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	15
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	15
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	15
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	14
Account Executive	1-9, 12-16	13
Account Executive	1-9, 12-16	13
Secretary	1-9, 13-16	14
Account Executive	1-9, 12-16	15

¹ This report was revised in March 2009 to address minor reporting issues.

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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 Commission (<i>vacancy postings available on-line</i>) 400 Oak Street Abilene, Texas 79601 Email: mickeymcarty@workforcecenter.org	No	2
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 Junior 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: jphill@hsutx.edu	No	0
9.	Abilene Hispanic Guide 473 Cypress Street Abilene, Texas 79602 Email: Jessie@ahguide.com	No	0
10.	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 <i>allaccess.com</i>	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
11.	Inside Radio <i>insideradio.com</i>	No	0
12.	Job Fair (as listed in Sec. III)	No	8
13.	Cumulus Jobs <i>cumulusjobs.com</i>	No	6
14.	Cumulus Abilene Open Houses (as listed in Sec. III)	No	15
15.	On-air announcements (all SEU stations)	No	5
16.	Walk-In/Self-Referral	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			36

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Host in-house job fair	On July 31, 2007, our SEU sponsored an open house of our broadcast facilities. Members of the community were invited to attend and tour the facility. In addition to the tour, participants were given a 15 minute audio/visual presentation on radio and careers in radio sales. The presentation was followed by a group question and answer program; participants then filled out an application and went "one on one" with current sales staff to ask any other questions they may have had. Station participants included our Market Manager and General Sales Manager.
2.	Host in-house job fair	On October 30, 2007, our SEU hosted another open house for members of the community interested in touring our broadcast facilities and learning more about broadcasting in general. Participants heard a 15 minute audio/visual presentation, filled out applications, and asked questions in both group and "one on one" question and answer sessions. Station participants included our Market Manager and General Sales Manager.
3.	Participate in job fair	On March 26, 2008, our SEU participated in the Business Expo hosted by the Abilene Chamber of Commerce in the Abilene Civic Center in Abilene, TX. Station personnel spoke with participants about careers in broadcasting and accepted resumes. Station participants included our Market Manager and General Sales Manager.
4.	Participate in job fair	On April 8, 2007, our SEU participated in the Texas Workforce Center job fair in the Abilene Civic Center in Abilene, TX. Fair participants were able to ask questions of station personnel and submit their resumes. Station participants included our Market Manager and General Sales Manager.
5.	Host job fair	On February 2, 2008, our SEU hosted the Cumulus Employment Expo in the Abilene Civic Center in Abilene, TX. We solicited local businesses to participate in the event, advertized and promoted the expo via on-air announcements, and acted as guides for the attendees to ensure that they could navigate the fair. Our SEU was also a participating employer; we accepted resumes, answered questions from expo participants, and distributed information on our SEU stations. Station participants included our Market Manager, General Sales Manager, sales personnel, Announcers, and Engineer.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
6.	Internship program	During the Fall and Winter semesters, our SEU hosted an internship program for students studying mass communications at Hardin Simmons University in Abilene, TX. Four students participated in the program, dividing their time equally between the Programming and Sales Department and the Bookkeeping Department. The internship gave students the opportunity to learn about various aspects of the broadcasting industry directly from station personnel and seek career advice. Students were supervised by the Operations Manager.
7.	Host on-air job fair	Throughout the reporting period, our SEU hosted on-air job fairs. The fairs, called "Job Marathons," were held twice monthly and featured recruitment ads not only from our SEU stations, but also from local participating employers. Regional and national job opportunities and tips for job seekers were also announced. All SEU stations participated.
8.	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 16, 2007, our Market Manager gave a presentation to the broadcast journalism class at Abilene Christian University in Abilene, TX. The Market Manager spoke about the various jobs available at a radio station, including positions in management, sales, and programming. He also played examples of radio commercials and DJ's air checks.
9.	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 4, 2008, our Market Manager spoke to a Mass Communications class at Abilene Christian University in Abilene, TX. The Market Manager discussed various career opportunities in the radio industry, including management, sales, and programming.