

KDMX, KEGL, KHKS, KZPS, KFXR & KDGE

EEO PUBLIC FILE REPORT

April 1, 2007 - March 31, 2008¹

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
TTN AE	1,3,5-10,13-14,16,20-24, 27, 29-31	1
Web Content Manager	1,3,5-10,13-14,16,20-24, 27, 29-31	1
KEGL On-Air	1,3,5-10,13-14,16,20-24, 27, 29,31	23
KEGL Promotions Coordinator	1-10, 13-16, 20-24, 27,29-31	24
Kiss Traffic	1-10, 13-16, 20-24, 27,29-31	4
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	22
Account Executive	1-10, 13-16, 20-24, 27,29-31	4
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Integrated Marketing Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	1
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
KDGE Local Sales Manager	1-10, 13-16, 20-24, 26-27,29-31	26
Account Executive	1-10, 13-16, 20-24, 27,29-31	22
Account Executive	1-10, 13-16, 20-24, 27,29-31	22
Account Executive	1-10, 13-16, 20-24, 27,29-31	22
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	1
Account Executive	1-10, 13-16, 20-24, 27,29-31	1
Account Executive	1-10, 13-16, 20-24, 27,29-31	1
Continuity Director	1-10, 13-16, 20-24, 27,29-31	22
KDMX LSM	1-10, 13-16, 20-24, 27,29-31	4
Account Executive	1-10, 13-16, 20-24, 27,29-31	4
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Account Executive	1-10, 13-16, 20-24, 27,29-31	4
Account Executive	1-10, 13-16, 20-24, 27,29-31	23
Web Content Manager	1-10, 13-16, 20-24, 27,29-31	1
Account Executive	1-10, 13-16, 20-24, 27,29-31	23

¹ This report provides recruitment data collected from April 1 2007 - March 31, 2008.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS over Reporting period
1	Clear Channel Careers (www.clearcareers.com)	No	11
2	American Women in Radio and Television (www.awrt.org)	No	
3	Texas Association of Broadcasters Craig Bean craig@tab.org 512/ 322-0522 www.tab.org	No	5
4	KEGL, KDMX, KDGE, KZPS, KHKS websites (http://www.mix1029.com), (http://dallas.lapreciosa.com), (http://www.kdge.com), (http://www.kzps.com/), and (http://www.1061kissfm.com)	No	63
5	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr. Blvd. Dallas, TX 75215 chum@dbcc.org	No	
6	Texas Rehabilitation Commission Gena Swett Gena.swett@dars.state.tx.us 210 Billings # 310 in Arlington, Texas 76010 817/ 530-5000	No	
7	Texas Women’s University PO BOX 425619 in Denton, Texas 76204 940/ 898-2950 swilliams@twu.edu emacdonald@twu.edu	No	
8	TCC (Tarrant County Community Colleges) NE Campus Vicki McCleery Victoria.Mccleery@tccd.edu 828 Harwood Road in Hurst, Texas 76054 www.collegecentral.com/tccd	No	
9	Dallas County Community College District of Colleges Stan Katz Mlh8704@dcccd.edu 12800 Abrams Road in Dallas, Texas 75243 972/ 761-6717	No	
10	Paul Quinn College 214/ 302-3532 Cynthia Marshall cmarshall@pqc.edu 3837 Simpson Stuart Road in Dallas, Texas 75241	No	
11	Southern Methodist University Pam Jordan PJordan@smu.edu SMU BOX 750256 in Dallas, TX 75275 FAX 214/ 768-4292	No	

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS over Reporting period
12	Stephen F. Austin State University Sherry Parrott Moore sparrottmoore@sfasu.edu www.sfasu.edu Career Services Center POBOX 13032 in Nacogdoches, Texas 75962 FAX 936/ 468-6638	No	
13	Collegiate Broadcasters, Inc. Will Robedee cbjob@mailman.rice.edu https://mailmain.rice.edu.pipermail/cbjob	No	
14	The Art Institute of Dallas 469/ 587-1213 Jennifer Magee jmagee@aii.edu Two Northpark East 8080 Park Lane, Suite 100 in Dallas, Texas 75231	No	5
15	All Access www.allaccess.com	No	10
16	American Broadcasting School Michelle McConnel michelle@radioschool.com 712 North Watson Road, Suite 200 Arlington, Texas 76011	No	8
17	Friday Morning Quarterback Paper (www.fmqb.com)	No	
18	DFW Help Wanted.com Dale@RegionalHelpWanted.com 845-471-5200 X110	No	
19	AM/FM Jobs 800-374-0119 X111 Mark Holloway admin@amfmjobs.com	No	
20	Career Connection 214 / 739-7153 9800 Preston Rd. #232 Dallas, TX 75230 Lisa L. Miller Lisa@CareerConnection.org	No	
21	El Centro College 214/ 860-2066 J.H. Dickey Jmh5323@dcccd.edu 801 Main Street in Dallas, Texas 75202	No	
22	Non-Employee Referral	No	22
23	Employee Referral	No	65
24	Internal Posting	No	10
25	Unknown *	No	39
26	Inside Radio (www.insideradio.com)	No	4
27	National Association of Hispanic Journalists www.nahj.org	Yes	
28	Walk-in / Self	No	2
29	www.HispanicAd.com	No	
30	AWRT (Dallas/Fort Worth Chapter) mcrobinson@tribune.com	No	

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS over Reporting period
31	DFW Association of Black Communicators careers@dfwabc.org	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			244

* This category represents interviewees who were unable or who declined to identify the referral source upon inquiry or for whom referral source information is otherwise unavailable.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program – Spring 2007	During Spring 2007, KDGE, KDMX, KHKS and KZPS stations hosted 5 promotion interns from: Cedar Valley College, TCU, UNT, West Mesquite High School and, Southwestern University. Promotion intern responsibilities include bannerling, checking sound system equipment, handing out prizes, interaction with listeners at events, tent/stage set up and break down
2	Sales Managers Participated in Recruitment Workshop – May 22-5/23	On 5/22-23 all of our Sales Managers and Market Manager participated in a Recruitment Workshop. The sessions provided tools and information necessary to create a culture that emphasizes a collective, consistent and comprehensive recruiting approach. They learned techniques to find more candidates as well as a repeatable hiring process that will yield much better hires. Located at the Clear Chanel University in Dallas, TX
3	Internship Program – Summer 2007	During Summer 2007, KDGE, KDMX, KHKS and KZPS stations hosted promotion interns from: UNT, SW Adventist Univ. Univ. of Penn. Univ. of Alabama, Stephen F. Austin, Texas State, TCU, Media Tech Instituted, Miami Univ. Mohawk College, NE State Univ., Oklahoma Univ. Promotion intern responsibilities include bannerling, checking sound system equipment, handing out prizes, interaction with listeners at events, tent/stage set up and break down
4	Internet Program Designed to Promote Outreach Generally	Our job openings are posted on Virtual Job Fair, which provides extensive job hunting advice and background information in addition to individual job listings.
5	Participated in Job Fair – Arts Institute	On 7/24/07, our station participated in the Arts Institute, Job Fair, in Dallas TX. Station Participants included HR Director, Promotions Coordinator and intern.
6	Internship Program – Fall 2007	During Fall 2007, KDGE, KDMX, KHKS and KZPS stations hosted promotion interns from local Universities. Responsibilities include bannerling, checking sound system equipment, handing out prizes, interaction with listeners at events, tent/stage set up and break down

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