

**KLBJ(AM), KLBJ-FM, KBPA(FM), KDHT(FM), KGSR(FM), KROX-FM  
EEO PUBLIC FILE REPORT  
April 1, 2008 through March 31, 2009**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy<sup>1</sup></b>	<b>RS Referring Hiree</b>
Mid-Day On-Air Host	1-15, 17, 24-30, 40	1
On-Air Personality	1-16, 24, 26, 30, 40	15
Executive Sales Assistant	1-18, 24-25, 30, 39-40, 43-47	4
Interactive Sales Coordinator	1-15, 17, 24-26, 30	1
General Sales Manager	1-18, 24-26, 30, 43-47	16
Digital Media Coordinator	1-15, 17-18, 24-26, 30, 39-40, 43-47	4
Web Designer Emmis Digital	1-15, 17-18, 24-27, 29-30, 40, 43-47	29
Web Designer Emmis Digital	1-15, 17-18, 24-27, 29-30, 39-40, 43-47	29
Interactive Account Manager	1-15, 17-18, 24, 26, 30	1
Emmis Marketing Group Project Manager	1-15, 17-18, 24-26, 30, 34, 40	1
Community Outreach Manager	1-18, 20, 24-26, 30, 39, 43-47	4
Account Executive	1-18, 24, 26, 30	15
Account Executive	1-18, 24, 26, 30	15
Account Executive	1-18, 24, 26, 30	16
News Radio Producer	1-15, 17-18, 24-26, 30, 40	15
News Radio Producer	1-15, 17-18, 24-26, 30, 40	1
Account Executive	1-18, 24, 26, 30	15
Account Executive	1-18, 24, 26, 30	4
Account Executive	1-18, 24, 26, 30	1
Account Executive	1-18, 24, 26, 30	1
Program Director	1-18, 24-26, 30, 43-47	1
News Reporter/Anchor	1-18, 24-25, 30, 40	1
News Reporter/Anchor	1-18, 24-25, 30, 40	1
Account Executive	1-18, 24-26, 30	15
Assistant News Director	1-3, 5-6, 10, 13-14, 17-18, 30, 39-40, 42-47	1
Show Producer	1-3, 5-6, 10, 13-14, 17-18, 24-25, 30, 39, 42-47	1

<sup>1</sup> Please see section II for specific information concerning when certain sources became entitled to receive vacancy notifications. For each position on this report, the SEU notified all sources that were entitled to receive vacancy notifications at the time of outreach.

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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>Internal Posting / Candidate</b>	N	42
2	<b>Texas Association of Broadcasters</b> 502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701 Phone: 512-322-9944 Attn: Craig Bean	Y	3
3	<b>Work In Texas</b> 6505 Airport Blvd., Suite 101B Austin, TX 78752 Phone: 512-485-3790 Attn: Al Minder	Y	0
4	<b>Emmis Communications</b> 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Phone: 317-684-2960 Attn: Kenneth Vaughn, Director of Staffing & Diversity <i>www.emmis.com</i>	N	63
5	<b>Caritas of Austin</b> 611 Neches Street P.O. Box 1947 Austin, TX 78767 Phone: 512-479-4610 ext. 145 Attn: Harry Crawford Email: hcrawford@caritasofaustin.org Attn: Tanya Grennough Email: tgreenough@caritasofaustin.org	Y	0
6	<b>Greater Austin Hispanic Chamber of Commerce</b> 2800 S. IH 35, Suite 260 Austin, TX 78704 Phone: 512-476-7502 Attn: Alicia Maldonado Email: amaldonado@gahcc.org	Y	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	<b>American Broadcasting School in Arlington &amp; Garland</b> 712 North Watson Road Arlington, TX 76011 Phone: 817-695-2474 Attn: Michelle McConnell Email: michelle@radioschool.com	Y	0
14	<b>Greater Austin Chamber Of Commerce</b> 210 Barton Springs Road, Suite 400 Austin, TX 78704 Phone: 512-322-5612 Attn: Simone Leal Email: sleal@austinchamber.com	Y	0
15	<b>Employee Referral</b>	N	28
16	<b>Non-Employee Referral</b>	N	11
17	<b>Austin Help Wanted</b> 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 Phone: 845-471-1450 Attn: Eric P. Straus, President Email: eric@RegionalHelpWanted.com <i>austinhelpwanted.com</i>	N	0
18	<b>TV and Radio Jobs</b> <i>http://tvandradiojobs.com</i>	N	0
19	<b>All Access</b> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 <i>www.allaccess.com</i>	N	1
20	<b>Monster .com</b> 5 Clock Tower Place Maynard, MA 01754 Phone: 800-MONSTER ext. 8988 Attn: Pete Puccini Email: Peter.puccini@monster.com <i>www.monster.com</i>	N	0

<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>
21	<b>Friday Morning Quarterback</b> 1930 East Marlton Pike Executive Mews, F-36 Cherry Hill, NJ 08003 Phone: 856-424-9114 Attn: Judy Swank Email: 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 Phone: 310-788-1621 Attn: Karen Mumaw	N	0
23	<b>Austin American Statesman</b> (newspaper) 305 S. Congress Avenue Austin, TX 78704 Phone: 512-445-4004 Attn: Employment – Classified Ads	N	1
24	<b>YWCA – Women’s Referral Center</b> 2015 S. IH 35, Suite 110 Austin, TX 78740 Phone: 512-326-1222 Fax: 512-326-1395 Attn: Daphne Garza, Records Clerk	Y	0
25	<b>NAACP</b> 1704 E. 12 <sup>th</sup> Street Austin, TX 78702 Phone: 512-476-6230 Attn: Career Placement	N	0
26	<b>American Women In Radio &amp; Television</b> P.O. Box 2684 Austin, TX 78768 Phone: 512-459-2010 Attn: Misty Crayton Email: mcrayton@kvue.com Attn: Jamie Ahrens Email: jamie.ahrens@twcable.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	<b>American Institute of Graphic Arts</b> Austin Chapter – PMB 549 815-A Brazos Austin, Texas 78701 Phone: 512-344-1555 Attn: Stephanie Malone Email: web@aigaustin.org	N	1
28	<b>Creative HotList</b> 110 Constitution Drive Menlo Park, CA 94025 Phone: 650-815-4290 Fax: 650-326-1648 Email: contact@creativehotlist.com <a href="http://www.creativehotlist.com">http://www.creativehotlist.com</a>	N	0
29	<b>Craig's List – Austin</b> 1381 9 <sup>th</sup> Avenue San Francisco, CA 84122 Phone: 800-664-0633 <a href="http://austin.craigslis.org">http://austin.craigslis.org</a>	N	7
30	<b>Guerra Communications</b> 902 E. Calton Road Laredo, TX 78041 Phone: 956-724-9800 Attn: Aricella Navarro Email: anavarro@gahcc.org	Y	0
31	<b>America's Job Bank</b> State Campus Building 12 Albany, NY 12240 Phone: 518-457-2174 Attn: Peggy Golz Email: pgolz@ajb.dni.us <a href="http://www.ajb.org">www.ajb.org</a>	N	0
32	<b>Media Bistro</b> 494 Broadway New York, NY 10012 Phone: 212-929-2588 Attn: Kyle Crafton Email: kyle@mediabistro.com <a href="http://www.mediabistro.com">www.mediabistro.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
33	<b>Jacobs Media</b> 29777 Telegraph Road, Suite 2650 Southfield, MI 48034 Phone: 248-353-9030 Attn: Ralph Cipolla Email: Ralph@jacobsmedia.com www.jacobsmedia.com	N	0
34	<b>Walk-In/Self-Referral</b>	N	0
35	<b>Emmis Austin Radio Internship Program</b> 8309 North IH 35 Austin, TX 78753 Phone: 512-832-4068 Attn: Marla Jamali, Program Coordinator		1
36	<b>Broadcast Cable Financial Management</b> 550 W. Frontage Road, Suite 3600 Northfield, IL 60093 Phone: 847-716-7000 Fax: 847-716-7004	N	0
37	<b>Music Jobs USA</b> Phone: 323-932-7885 Email: 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 Phone: 317-846-9000 Fax: 317-846-9120 Email: kjones@sbe.org	N	0
39	<b>Career Builder</b> 8044 Montgomery Road Cincinnati, OH 45241 Phone: 513-247-2283 Attn: Brandon McAllister Email: Brandon.mcallister@careerbuilder.com www.careerbuilder.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
40	<b>Ohio/Illinois Centers For Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH 44125 Attn: Gary James, National Director of Placement Email: gary@beonair.com www.funjobsonair.com www.beonair.com	Y <i>(as of April 2008)</i>	0
41	<b>Radio Advertising Bureau</b> 1320 Greenway Drive, Suite 500 Irving, TX 75038 Phone: 972-753-6756 Attn: Mark D. Levy Email: mlevy@rab.com	N	0
42	<b>CBS School of Broadcasting</b> 9600 Great Hills Trail, Suite 200E Austin, TX 78759 Phone: 512-340-1420 Attn: Jason A. Seale Email: jseale@gocsb.com or jobs@gocsb.com	Y <i>(as of February 2009)</i>	0
43	<b>FreeBug (Google Base)</b> Attn: Kirsti Michaud Phone: 303-399-1043 Email: kmichaud@equest.com www.google.com/base	N	0
44	<b>FreeBug (Indeed)</b> Attn: Kirsti Michaud Phone: 303-399-1043 Email: kmichaud@equest.com www.Indeed.com	N	0
45	<b>FreeBug (Jobster)</b> Attn: Kirsti Michaud Phone: 303-399-1043 Email: kmichaud@equest.com www.jobster.com	N	0
46	<b>FreeBug (MyCRM)</b> Attn: Kirsti Michaud Phone: 303-399-1043 Email: kmichaud@equest.com www.mycrmcareer.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	<b>FreeBug (Simply Hired)</b> Attn: Kirsti Michaud Phone: 303-399-1043 Email: kmichaud@equest.com <i>www.simplyhired.com</i>	N	0
<b>TOTAL INTERVIEWEES OVER 12- MONTH PERIOD:</b>			<b>158</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<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.</p> <p>During the reporting period, 15 students interned at the stations, as follows:</p> <ul style="list-style-type: none"> <li>- During the Spring Semester, 3 students interned in Programming departments, 1 interned in the Emmis Marketing Group, 1 interned in the Promotions Department, and 1 interned in the Administrative Office.</li> <li>- During the Summer Semester, 2 students interned in Capital Traffic Sales, 2 interned in Programming departments, 1 interned in the Promotions Department, 1 interned in Creative Services Department, 1 interned in Human Resources Department, and 1 interned in the Emmis Marketing Group.</li> <li>- During the Fall Semester, 1 student interned in the Promotions Department.</li> </ul>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On April 14, 2008, our SEU provided a station tour to the St. Edwards University Media Communication class. The tour was coupled with job shadowing activities and/or presentations addressing careers in broadcasting, educational and skill requirements, and the radio industry generally. Station participants included our Market Controller, FM Marketing Director, Promotions Director, Engineer, and Account Executive.
3	Participate in career fair	On April 1, 2008, our SEU staffed a booth at the Texas Association of Broadcasters Career Expo at Texas State University in San Marcos, TX. At the expo we discussed job opportunities and internship opportunities with individuals interested in broadcasting careers. Station participants included the General Sales Manager, Supervisor, Sales Assistants, and Administrative Executive Assistant.
4	Participate in career fair	On April 10, 2008 our SEU staffed a booth at the University of Texas Communication Job & Internship Fair in Austin, TX. At the fair we discussed job and internship opportunities at our stations with individuals interested in broadcasting careers. Station participants included a General Sales Manager, a Promotions Manager, the Emmis Internship Coordinator, and the Promotions Assistant.
5	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On April 1, 2008, our Vice President/Market Manager spoke to a Broadcast Sales Class at the University of Texas, Austin. The session covered the requirements for a career in radio and the job responsibilities of a broadcast sales representative.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>6</b>	Participate in career fair	On April 16, 2008, our SEU, along with our corporate co-parent, co-sponsored a booth at the National Association of Broadcasters Career Fair at the Las Vegas Hilton Hotel, Las Vegas, NV. At the fair we discussed job opportunities and careers in the field of broadcasting with attendees. Station participants included our Engineering Director.
<b>7</b>	Participate in career fair	On September 17, 2008, our SEU, along with our corporate co-parent, co-sponsored a booth at the Radio-Television News Directors Association Career Fair at the Austin Convention Center in Austin, Texas. At the fair we collected resumes and discussed job opportunities. Station participants included our General Sales Manager and Creative Services Director.
<b>8</b>	Participate in career fair	On September 24, 2008, our SEU staffed a booth at the Fall 2008 Career Expo and Spring 2009 Internship Fair at Huston-Tillotson University in Austin, TX. At the event we provided information and discussed job and internship opportunities available at our stations with individuals interested in broadcasting careers. Station participants included our Traffic Director, a Human Resources Generalist, a Promotions Assistant, and an Administrative Executive Assistant.
<b>9</b>	Participate in career fair	On October 20, 2008, our SEU staffed a booth at the Texas State University School of Journalism and Mass Communication Career Fair in San Marcos, Texas. At the fair we discussed job and internship opportunities at the stations with individuals interested in broadcasting careers. Station participants included a General Sales Manager and an Administrative Executive Assistant.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>10</b>	Participate in career fair	On November 5, 2008, our SEU staffed a booth at the University of Texas at Austin 2008 Fall Communication Job & Internship Fair. At the fair we answered participants questions regarding job and internship opportunities at our stations. Station participants included a General Sales Manager, Promotions Assistant, our Creative Services Director, a Human Resources Generalist, and an Administrative Executive Assistant.
<b>11</b>	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	<p>From February 3rd through 5th, 2009, our SEU hosted 4 students participated in a “COOL WEEK” Program. The program is sponsored by Leander Independent School District for high school students interested in broadcast or media related careers.</p> <p>In order to understand the role of each department in the radio business, students spent time in the Human Resources, Sales, Promotions, Interactive, Programming, and Sound Design departments. At the end of the program students gave a presentation on various aspects of the radio industry, including purchasing air-time for advertisement and creating a commercial for radio broadcast.</p>
<b>12</b>	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On February 17, 2008, our SEU sent two Sales Account Executives to Texas State University in San Marcos, TX to speak to about the broadcast industry to students enrolled in a Advertising Media Sales class. The presentation included information on the educational background required, work experience, skill requirements, interpersonal relations, creativity, prospecting, stress management, teamwork, sales ethics and dealing with competition from the other media sources.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
13	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On August 8, 2008, our SEU provided a station tour to the College Living Experience Group. The tour was coupled with job shadowing activities and/or presentations addressing careers in broadcasting, educational and skill requirements, and the radio industry. Station participants included a Traffic Director, Promotions Director, Program Director, Creative Services Director, Executive Sales Assistant, and Sales Assistant.
14	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On September 9, 2008, our SEU provided a station tour to the University of Texas at Austin radio class. The tour was coupled with job shadowing activities and/or presentations addressing careers in broadcasting, educational and skill requirements, and the radio industry. Station participants included a Producer, News Reporter, Promotions Director, Engineer, On-Air Personalities, and Continuity Director.
15	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On September 25, 2008, our SEU provided a station tour to the Introduction to Radio, Television & Film class from Austin Community College in Austin, TX. The tour was coupled with job shadowing activities and/or presentations addressing careers in broadcasting, educational and skill requirements, and the radio industry. Station participants included On-Air Personalities, our Continuity Director, a Reporter, and an Engineer.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>16</b>	Participate in event/program sponsored by educational institution(s) relating to careers in broadcasting	On February 6, 2009, our SEU provided a station tour to a group of high school students interested in the broadcasting industry from Florence High School. The tour was coupled with job shadowing activities and/or presentations addressing careers in broadcasting, educational and skill requirements, and the radio industry. Station participants included On-Air Personalities, Promotions Directors, and a Production Assistant.