

**KMPX(TV), KNOR(FM), KBOC(FM), KTCY(FM),
KZMP- FM, KZMP(AM), KZZA(FM)
EEO PUBLIC FILE REPORT
April 1, 2009 – March 31, 2010¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Radio Producer	1-5, 11	5
Account Executive	1-4, 6, 9, 11-12	9
Account Executive	1-4, 6, 8-9, 11-12	1
Radio Programming Assistant	1-4, 6, 8-9, 11-12	6
Radio Producer	1-4, 6, 8-9, 11-12	11
Promotions Assistant	1-4, 6, 8-9, 11-12	2
Account Executive	1-4, 6, 8-9, 11-12	3
Radio Producer	1-4, 6, 8-9, 11-12	2
Account Executive	1-4, 6, 8-9, 11-12	2
Sales Assistant	1-4, 6-9, 11-12	7
Traffic Continuity	1-4, 6, 9, 11-12	9
Traffic Continuity	1-4, 6-7, 9, 11-12	7
Accounting Clerk	1-4, 6, 9, 11-12	2
Account Executive	1-4, 6, 9, 11-12	3
Receptionist	1-4, 6, 9, 11-12	2
Radio Producer	1-4, 6, 8-9, 11-12	9
Traffic Manager	1-6, 9, 11	5
Promotions Director	7*	7
Account Executive	1-4, 6, 9, 11-12	2
Account Executive	1-4, 6, 8-9, 11-12	3
Promotions Assistant	1-4, 6-12	7
Promotions Assistant	1-4, 6-12	7
Traffic Continuity	1-4, 6, 8-12	3
Master Control Operator	1-4, 6, 8-9, 11-12	9
Account Executive	1-4, 6, 9, 11-12	3
Account Executive	1-4, 6, 9, 11-12	3
Editor/Photographer	1-4, 6, 8-9, 11-12	9
Promotions Assistant	1-4, 6-7, 9, 11-12	7
Promotions Assistant	1-4, 6-7, 9, 11-12	7
Cleaning Maintenance	1-4, 6-7, 9, 11-12	7
Account Executive	1-4, 6, 9, 11	2
Radio/Audio Producer	1-4, 6, 9, 11-12	1
Account Executive	1-4, 6, 9, 11	2
Promotions Assistance	1-4, 6-7, 9, 11-12	7
Account Executive	1-4, 6, 9, 11	3
Account Executive	1-4, 6, 9, 11	3
Account Executive	2, 4, 6, 9, 11, 13	2

* *Exigent Circumstances*

¹ This Report was revised in April 2010 to address minor reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1.	Walk-In/Self-Referral Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	12
2.	Employee Referral Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	28
3.	Non-Employee Referral Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	20
4.	Internal Posting (Reception Area Job Bulletin) Liberman Broadcasting, Inc. 4201 Pool Road Colleyville, TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	6
5.	Former Employee (Re-Hire) Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	2
6.	Company Website (www.lbimedia.com) Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	1
7.	Internal Transfer/Promotion Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	9
8.	Job Fairs/Community Events <i>See Section III of Report</i> Liberman Broadcasting, Inc. 4201 Pool Road Colleyville, TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	29

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9.	Monster.com (website) P.O. Box 632163 Cincinnati, OH 45263-2163 1-800-666-7837 .monster.com	No	32
10.	SEU Internship Program (in association with SER–Jobs For Progress, Inc) <i>See Section III of Report</i> Lieberman Broadcasting, Inc. 4201 Pool Road Colleyville, TX 76034 Attn: Imelda Herrera / (817) 868-2900	No	3
11.	Workforce Solutions for Tarrant County Mid-Cities Workforce Center (website/job bank/career center) www.workintexas.com 7001 Blvd 26, Suite 501 North Richland Hills, TX 76180 Attn: Jane Goodenough / (817) 548-5200	No	28
12.	North Lake College Career Services North Lake College 5001 N. MacArthur Blvd. Room L135 Irving, TX 75038 Attn: Crystal Larthridge / (972) 273-3145	No	4
13	TheJobSpider.com (website) .thejobspider. Free internet job search engine and job board for U.S. and Canada. c/o: Chris McGarry e-mail: @thejobspider.	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			174

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III. RECRUITMENT INITIATIVES

RS Number	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Host community event designed by SEU to help disseminate information about broadcast employment opportunities	<p>Activity: Cinco de Mayo Fiesta at Fair Park in Dallas, TX</p> <p>Date: May 3, 2009</p> <p>Attended: Numerous SEU staff, including our Sales Managers, Business Manager, Office Manager/HR Coordinator, Programming Manager and Promotions Manager.</p> <p>Description: This SEU hosted its annual Cinco de Mayo event held at Fair Park. The events featured booths for recruitment activities, community organizations, and retailers as well as live entertainment. Members of the SEU met with guests of the event to promote the various stations, answer questions related to the event, and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local stations, their personalities and programs as well as job descriptions of various positions within the SEU. Individuals were escorted around the grounds to view the various radio properties, listen to different styles of music offered by the SEU and meet with other SEU staff. Approximately 60,000 attended this particular event.</p>
2.	Participate in job/career fair	<p>Activity: Workforce Solutions Annual Cinco de Mayo Career and Job Fair</p> <p>Date: May 21, 2009</p> <p>Participating personnel: Office Manager/HR Coordinator and Accounting Assistant</p> <p>Description: The SEU was invited to participate in the career/job fair event hosted by Workforce Solutions at All Saints Catholic Church in Fort Worth, TX. The event featured recruitment activities, career guidance, and live entertainment. Members of the SEU met with guests of the event to answer questions related to the event, and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local stations, their personalities and programs as well as job descriptions of various positions within the SEU. Approximately 1,500 attended the event.</p>

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RS Number	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3.	Participate in job/career fair	<p>Activity: Workforce Solutions “16 de Septiembre” Career and Job Fair</p> <p>Date: September 10, 2009</p> <p>Participating personnel: Office Manager/HR Coordinator and Promotions Assistant</p> <p>Description: The SEU was invited to participate in the career and job fair event hosted by Workforce Solutions at All Saints Catholic Church. The event featured recruitment activities, career guidance, and live entertainment. Members of the SEU met with guests of the event to answer questions related to the event, and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local stations, their personalities and programs as well as job descriptions of various positions within the SEU. Approximately 2,500 attended the event.</p>
4.	Host community event designed by SEU to help disseminate information about broadcast employment opportunities	<p>Activity: Fiestas Patrias at Lonestar Park Grand Prairie, TX</p> <p>Date: September 20, 2009</p> <p>Attended: Numerous SEU staff, including our Sales Managers, Business Manager, Office Manager/HR Coordinator, Programming Manager and Promotions Manager</p> <p>Description: This SEU hosted its annual Fiestas Patrias event held at Lonestar Park. The events featured booths for recruitment activities, community organizations, and retailers as well as live entertainment. Members of the SEU met with guests of the event to promote the various stations, answer questions related to the event, and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local stations, their personalities and programs as well as job descriptions of various positions within the SEU. Individuals were escorted around the grounds to view the various radio properties, listen to different styles of music offered by the SEU and meet with other SEU staff. Approximately 60,000 attended this particular event.</p>

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RS Number	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5.	Management-level training regarding equal employment opportunity and preventing discrimination.	<p>Activity: “Diversity in the Workplace...Creating an Environment of Understanding, Tolerance & Respect” / Dallas Offices</p> <p>Date: March 17 & 19, 2010</p> <p>Presenter: David Muñoz, Jr., Director of Human Resources, Liberman Broadcasting, Inc.</p> <p>Attendees: All SEU staff, including hiring managers.</p> <p>Description: All employees and hiring managers were required to participate in a 60-minute training program focused on the following objectives: a) raise the level of awareness about Equal Employment Opportunity and the importance on the sensitivity to cultural and religious diversity in the workplace, b) language around the topic of diversity and c) learn the tools necessary to avoid discrimination and work effectively with a diverse employee base. The program was conducted in two (2) sessions to ensure that all employees would be able to attend.</p>
6	Host Internship Program	<p>Activity: SEU Internship Program in association with the SER–Jobs for Progress National, Inc’s “Youth Executive Training Program,” funded by Workforce Solutions of Greater Dallas.</p> <p>Date: August 3, 2009 to September 11, 2009</p> <p>SEU Program Coordinators: Rosa Cuellar – General Sales Manager / Imelda Herrera – HR Coordinator</p> <p>Description: The SEU collaborated with SER – Jobs for Progress National, Inc. to conduct an internship program at the station employment unit. Funded by Workforce Solutions of Greater Dallas, the “Youth Executive Training Program” allowed the SEU to play an important role for youths between the ages of 18 and 24 who wish to enter the workforce. Managers in our programming and traffic departments served as mentors to two interns while providing valuable guidance and on-the-job experience (one intern was unable to complete the entire program).</p>