

**KBAT(FM), KODM(FM), KNFM(FM), KZBT(FM), KGEE(FM),
KMND(AM) and KRIL(AM)
EEO PUBLIC FILE REPORT
April 1, 2010 – March 31, 2011¹**

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
1. Account Executive	1-19	18
2. Account Executive	1-19	18
3. Local Sales Manager	1-18,26	26
4. Program Director	1-18, 23,24	18
5. Account Executive	1-19, 25	18
6. Account Executive	1-19	18

¹ This Report provides recruitment data collected from March 29, 2010 through March 31, 2011.

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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	Permian Basin Workforce Center Graciela S. Cheauma 3510 N. “A” St., Bldg. A Midland, Texas 79705 (432) 685-8336 Margie.carrasco@twc.state.tx.us	Yes	0
2	Midland Hispanic Chamber of Commerce Rachel Stone 208 S. Marienfeld Midland, Texas 79702 (432) 682-2960 rls@midlandhcc.com	Yes	0
3	NAACP 4631 Atlas Avenue El Paso, Texas 79904 (915) 751-6490	No	0
4	University of Texas – El Paso Director of Career Services 500 W. University Ave. El Paso, Texas 79968 (915) 747-5000	No	0
5	Texas Tech University Director of Career Services P.O. Box 45006 Lubbock, Texas 79409 (806) 742-2011	No	0
6	Midland College Employment/Recruitment 3600 N. Garfield Midland, Texas 79705 (432) 685-4500	No	0
7	University Texas of Permian Basin Tony Love 4901 E. University Odessa, Texas 79762 (432) 552-2633 love_t@utpb.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Texas College Employment/Recruitment 2404 N. Grand Ave. Tyler, Texas 75702 (903) 593-8311	No	0
9	LULAC 201 E. Main St., Ste. 605 El Paso, Texas 79901 (915) 577-0726	No	0
10	Texas Employment Commission 315 E. 5 th St. Odessa, Texas 79761 (432) 367-3332	No	0
11	Odessa Black Chamber of Entrepreneurs P.O. Box 1006 Odessa, Texas 79601 www.odessablackchamger.com	No	0
12	Texas Association of Broadcasters Craig Bean 502 E. 11 th , Ste. 200 Austin, Texas 78701 www.tab.org	No	0
13	Odessa College Chip Carlson 201 W. University Odessa, Texas 79764 (432) 335-6835 grandgel@odessa.edu	Yes	0
14	El Editor 1502 Ave. M Lubbock, Texas 79401 (806) 763-3841	No	0
15	NAACP Gene Collins 411 N. Grant Odessa, Texas 79762 (432) 333-1161	No	0
16	Permian Basin Society of Human Resources Management (<i>email list</i>) Angie Phiffer P.O. Box 3153 Midland, Texas 79702 a.phiffer@summitpetroleumlc.com	No	0
17	Ohio Center for Broadcasting – Columbus Attn: Gary James 5330 East Main St., Ste. 200 Columbus, OH 43213 gary@beonair.com	Yes <i>as of 7/28/09</i>	0
18	Employee Referral	No	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	On-Air Announcements (<i>one or more SEU stations</i>)	No	7
20	Cumulus Open House (<i>see Section III</i>)	No	0
21	Media Staffing Network www.mediastaffingnetwork.com	No	0
22	Cumulusradio.com	No	0
23	All Access (www.allaccess.com)	No	1
24	Radio Online (www.radio-online.com)	No	1
25	Self Referral/Walk-In	No	1
26	In-House Promotion	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Job Fair	On July 21, 2010, our SEU hosted an open house at the station facilities to bring in new sales candidates. We aired promotional announcements in the days leading up to the event, inviting listeners/public to apply. During the event, SEU representatives made a presentation to the attendees, took them on a tour of our facilities and conducted one-on-one meetings. Participants from the stations included our Market Manager, Sales Manager, Operations Manager and our Business Manager/EEO Coordinator.
2	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 included our Market Manager, Jim Christoferson.
3	Management level training regarding equal employment opportunity and preventing discrimination	On January 20, 2011 our SEU participated via teleconference in a FCC EEO training session entitled, "The Nuts & Bolts of EEO Compliance" as presented by outside communications counsel for Cumulus. Station participants from our SEU included our Market Manager and Business Manager.
4	Host Job Fair	On January 28, 2011, our SEU hosted a "Build Your Future" Employment Fair at the Garden Inn Hotel in Odessa, Texas, to attract candidates for radio sales positions. We aired promotional announcements during the days leading up to this event, inviting members of the public to attend and apply. During the event, SEU representatives presented information to the attendees about careers in radio sales. Participants from the SEU included our Market Manager, General Sales Manager and Regional Sales Manager.