

**KZJL(TV)/KTJM(FM)/KJOJ-FM/KQQK(FM)/KNTE-FM  
 KEYH(AM)/KCOH(AM)  
 EEO PUBLIC FILE REPORT  
 April 1, 2015 - March 31, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Board Operator	1,2, 5, 7-8, 10, 12-54	5
Account Executive	2, 8-54	2
Programming Assistant	1-2, 7-10, 12-54	2
Account Executive	2-3, 7-10, 12-54	3
Sales Assistant	1-2, 5, 7-54	1
Account Executive	7-8, 10-54	10
Radio Production	1-3, 7-8, 10-54	2
Disc Jockey	2, 7-8, 10-54	8
Disc Jockey	1-2, 5, 7-8, 10-54	5
Account Executive	2, 7-8, 10-54	2
Account Executive	1, 7-8, 10, 13-54	1

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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	<b>Walk-In/Self-Referral</b>	NO	8
2	<b>Employee Referrals</b>	NO	9
3	<b>Non-Employee Referrals</b>	NO	2
4	<b>Former Employee (Re-Hire)</b>	NO	0
5	<b>Internal Transfer/Promotion</b>	NO	2
6	<i>Intentionally Omitted</i>	N/A	0
7	<b>On-Air Radio Job Announcements</b> ( <i>one or more stations</i> )	NO	5
8	<b>Company Website</b> www.lbimedia.com	NO	8
9	<b>Job Fairs/Community Events</b> ( <i>See Section III of Report</i> )	NO	0
10	<b>Workforce Solution</b> ( <i>Formerly The Worksource</i> ) <b>(job placement/job bank database/career center)</b> <a href="http://www.worksolutions.com">www.worksolutions.com</a> / <a href="http://www.workintexas.com">www.workintexas.com</a> 70 FM 1960 Houston, TX., 77090 Attn: Karen Brown Phone: (281)891-2864 Workforce Solutions provides comprehensive job and career support for the 13 county Houston-Galveston Gulf Coast regions. They provide placement, job boards, career counseling and the largest job database in the state.	NO	22
11	<b>Indeed.Com</b> ( <i>job board posting</i> ) <a href="http://www.indeed.com">www.indeed.com</a> <b>1-800-462-5842</b>	NO	6
12	<b>Houston Hispanic Chamber of Commerce</b> Attn: Job Placement 1801 Main St. Houston, TX., 77002 <a href="http://www.houstonhispanicchamber.com">http://www.houstonhispanicchamber.com</a> (713) 644-7070	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	<b>Galveston Chamber of Commerce</b> Job Placement Office Attn: Cindy Shultz 519 25 <sup>th</sup> St. Galveston, TX., 77550 (409) 763-5326	NO	0
14	<b>San Jacinto College North</b> Attn: Dinorah Ramos 5800 Uvalde Road Houston, TX., 77049 (281) 998-6150	NO	0
15	<b>San Jacinto College Central</b> Attn: Stephanie Funderburg 8060 Spencer Hwy Pasadena, TX., 77505 (281) 459-7159	NO	0
16	<b>University of Houston / Sales Career Center</b> 334 Melcher Hall Houston, TX., 77204-6021 Attn: Austin Wilson (512) 971-8211	NO	0
17	<b>University of Houston Mexican-American Study Program</b> Attn: Job Placement 4800 Calhoun Houston, TX., 77004 (713) 743-2255	NO	0
18	<b>Lone Star College-CyFair</b> Attn: Job Placement 9191 Barker Cypress Rd. Cypress, TX., 77064 (832) 813-6500	NO	0
19	<b>University of Phoenix</b> Attn: Job Placement 11451 Katy Fwy Houston, TX., 77004 (713) 465-9966	NO	0
20	<b>Texas Southern University</b> Attn: J. Lattimore 3100 Celburne Ave. Houston, TX., 77004 (713) 313-1852	NO	0
21	<b>Lee College Student Career &amp; Employee Office</b> Attn: Cindy Fletcher P.O. Box 818 Baytown, TX., 77522 (281) 425-6311 <a href="mailto:cfletcher@lee.edi">cfletcher@lee.edi</a>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	<b>University of St. Thomas Career Planning &amp; Placement Center</b> Attn: Diana R. Garcia 3800 Montrose Blvd. Houston, TX ., 77006 (713) 525-3160 <a href="mailto:garciad@stthom.edu">garciad@stthom.edu</a> .	NO	0
23	<b>Houston Baptist University</b> Planning & Placement Attn: Pat Evans 7502 Fondren Rd. Houston, TX., 77074 (281) 649-3000 Ext.3227	NO	0
24	<b>Alvin Community College</b> Ms.Margaret Ferguson Job Placement 3110 Mustang Rd. Alvin, TX., 77511 (281) 756-3664 <a href="mailto:mferguson@alvincollege.com">mferguson@alvincollege.com</a> .	NO	0
25	<b>NAACP – Houston Branch #6183</b> Attn: Job Placement 2002 Wheeler Street Houston, TX., 77004 (713) 526-3389	NO	1
26	<b>Minority Student Organizations</b> Attn: Dora Saucedo 3110 Mustang Rd. Alvin, TX., 77511	NO	2
27	<b>Latino Learning Center</b> Attn: Rey Paolomarez 3522 Polk Houston, TX., 77002 (713)223-1391 <a href="mailto:lhc_org@hotmail.com">lhc_org@hotmail.com</a>	NO	0
28	<b>Houston Association of Hispanic Media Professional</b> Attn: Vicente Arenas P.O. Box 273394 Houston, TX., 77277 (713) 284-8706 <a href="http://www.hahhp.org">www.hahhp.org</a>	NO	0
29	<b>Houston Area Women’s Center</b> Attn: Job Placement 1010 Waugh Houston, TX., 77019	NO	0
30	<b>Harris County Employment</b> Attn: Job Placement 1310 Prairie #200 Houston, TX., 77004	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
31	<b>Equal Rights Organization, Inc.</b> Attn: Victor Palma 801 Queens Rd. Pasadena, TX., 77501 (713) 944-9654	NO	0
32	<b>Career and Recovery Resources, Inc.</b> Attn: Joanna Long 2525 San Jacinto Houston, TX., 7002-9131 (713) 759-0468	NO	0
33	<b>Hispanic Women in Leadership</b> P.O. Box 540283 Houston, TX., 77254-0283 (281.724-8495 <a href="mailto:hwil@org.mail.com">hwil@org.mail.com</a>	NO	1
34	<b>First Hope</b> Attn: F. Suitor 7401 Katy Freeway Houston, TX., 77024 <a href="mailto:hope@hfbc.org">hope@hfbc.org</a>	NO	0
35	<b>Gulf Coast Community Service Association</b> Attn: Sue Garcia 5000 Gulf Freeway Houston, TX., 77023 (713) 393-4770	NO	0
36	<b>Coat of Many Color Ministries, Inc.</b> Attn: Job Placement P.O. Box 914 Montgomery, TX., 77356 (936) 672-7808	NO	0
37	<b>NAWBO- Greater Houston Chapter</b> Attn: Job Placement P.O. Box 56583 Houston, TX., 77256-6583 (713) 626-2864	NO	0
38	<b>United Way of Greater Houston</b> Attn: Marie Vazquez 50 Waugh Drive Houston, TX., 77007 (713) 685-2300	NO	0
39	<b>Memorial Recruiting, Inc.</b> Attn: Ryan Kibbe 6750 West Loop South, Suite 825 Bellaire, TX., 77401 <a href="http://www.memorialrecruiting.com">www.memorialrecruiting.com</a>	NO	0
40	<b>Epiphany of the Lord Catholic Community</b> Attn: S. Hill 1530 Norwalk Dr. Houston, TX., 77450 (281) 578-0707	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	<b>The Art Institute</b> Attn: Mary Kate Robinson 1900 Yorktown Houston, TX., 77056 (713) 713-623-2040	NO	0
42	<b>Houston Area Urban League</b> Attn: Carmela Walker 1301 Texas St Houston, TX., 77002 (713) 393-8700	NO	1
43	<b>Windson Village United Methodist Church</b> Attn:Kirbijon Caldwell 6000 Heatherbrook Dr. Houston, TX., 77085 (713) 723-8187	NO	0
44	<b>Search</b> Attn:Tanna Brown 2505 Fannin St. Houston, TX., 77002 (713) 276-3088 <a href="http://www.searchhomeless.org">www.searchhomeless.org</a>	NO	0
45	<b>Bear Creek Assistance Ministries</b> Attn: Desiree Ruiz 16209 Keith Harrow Blvd. Houston, TX., 77084 (281) 855-0887 <a href="http://www.manministries.org">www.manministries.org</a>	NO	0
46	<b>Montie Beach Community Center</b> Attn: Job Posting Board 915 Northwood Houston, TX., 77009 (713)864-6820 <a href="mailto:MontieBeach@houstontx.gov">MontieBeach@houstontx.gov</a> .	NO	0
47	<b>Fonde Community Center</b> Attn: Job Posting Board 110 Sabine Houston, TX., 77002 (713)226-4466 <a href="mailto:Fonde@houstontx.gov">Fonde@houstontx.gov</a>	NO	0
48	<b>Cherryhurst Community Center</b> Attn: Job Posting Board 1700 Missouri Houston, TX., 77006 (713)284-1992 <a href="mailto:Cherryhurst@houstontx.gov">Cherryhurst@houstontx.gov</a>	NO	0
49	<b>Sunnyside Community Center</b> Attn: Job Posting Board 3502 Bellfort Houston, TX., 77051 (713)734-5061 <a href="mailto:sunnyside@houstontx.gov">sunnyside@houstontx.gov</a>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
50	<b>Burnett Bayland Community Center</b> Attn: Job Posting Board 6000 Chimney Rock Houston, TX., 77081 (713)1668-4516 <a href="mailto:Burnettbayland@houstontx.gov">Burnettbayland@houstontx.gov</a>	NO	0
51	<b>Hackberry Community Center</b> Attn: Job Posting Board 7777 S. Dairy Ashford Houston, TX., 77072 <a href="mailto:HackBerry@houstontx.gov">HackBerry@houstontx.gov</a>	NO	0
52	<b>River Oaks Community Center</b> Attn: Job Posting Board 3600 Locke Lane Houston, TX., 77027 <a href="mailto:riveroaks@houstontx.gov">riveroaks@houstontx.gov</a>	NO	0
53	<b>Almeda Community Center</b> Attn: Job Posting Board 14201 Almeda School Rd. Houston, TX., 77047 (713)434-1909 <a href="mailto:almeda@houstontx.gov">almeda@houstontx.gov</a>	NO	0
54	<b>Sharpstown Community Center</b> Attn: Job Posting Board 6600 Harbor Town Houston, TX., 77036 (713)988-5328 <a href="mailto:sharpstown@houstontx.gov">sharpstown@houstontx.gov</a>	NO	0
<b>TOTAL INTERVIEWEES OVER 12 – MONTH PERIOD:</b>			67

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participate in job/career fair	<p>Activity: Career Fair 2015 at San Jacinto College North Date: 04/27/2015</p> <p>Participating personnel: Business Manager, Office Manager, General Sales Manager - Raza Sales and General Sales Manager – TV Sales of SEU</p> <p>Description: The SEU participated in the Annual Career Job Fair in Houston, Texas. This event is hosted by San Jacinto College North Campus. The event featured booths from community organizations, and the opportunity to interact with diverse students possessing a wide variety of skills, interests, and educational backgrounds. Members of the SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged 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 500 attended this particular event</p>
2	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: Cinco de Mayo Festival Date: May 10, 2015</p> <p>Participating personnel: Numerous LBI staff including Sales Managers, Business Manager, Office Manager/HR Coordinator, Programming Manager and the Promotions Manager of SEU</p> <p>Description: The SEU hosted its annual Cinco de Mayo event held at the Sam Houston Race Park in Houston, Texas. The events featured booths for recruiting 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 workers at the SEU. Approximately 40,000 attended this particular event.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
3	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: TTMT Auditions Casting Call</p> <p>Date: June 28, 2015</p> <p>Participating personnel: Numerous LBI staff including Sales Managers, Business Manager, Office Manager/HR Coordinator, Programming Manager and the Promotions Manager of SEU</p> <p>Description: The SEU hosted TTMT Auditions at Liberman Broadcasting, Inc. in Houston, Texas. The event featured Estrella TV who presents the 11<sup>th</sup> season of Tengo Talento Mucho Talento, the only talent competition program on Spanish language. 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. Approximately 150 attended this particular event</p>
4	Participate in community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: Cricket Dealer Partner/Vendor Fair</p> <p>Date: July, 21, 2015</p> <p>Participating personnel: National Sales Manager, Business Manager, Office Manager, General Sales Manager - Raza Sales, General Sales Manager TV Sales and Promotion Director of SEU</p> <p>Description: The SEU participated in the Cricket Dealer Partner/Vendor Fair event in Houston, Texas. Fair in Houston, Texas. The event featured booths from various businesses who round-robin in small groups to ensure that each vendors table/booth would share information to promote their business in the areas of advertising, promotions and support. Members of the SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged 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 100 attended this particular event.</p>
5	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p><b>Activity:</b> Liberman Broadcasting Back to School Drive</p> <p><b>Date:</b> August 08, 2015</p> <p><b>Participating personnel:</b> Numerous LBI staff including Sales Managers, Business Manager, Office Manager, Programming Manager and Promotions Manager of SEU</p> <p><b>Description:</b> The SEU hosted its annual Back to School Drive event held at Northwest Mall. The events featured LBI stations KTJM – “La Raza” 98.5 FM, KQQK – “El Norte” 107.9FM and Estrella TV, KZJL-TV CH.61 for the Back to School Drive – Health Fair and Business Expo. Students were provided with backpacks, and school supplies. Health Fair provided</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
		<p>consultation and preventative information to families, and small businesses to promote and showcase their products and services. Members of the SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged 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 6,000 attended this particular event</p>
6	<p>Host community event/program which assists in the dissemination of information about broadcast employment opportunities</p>	<p>Activity: Liberman Broadcasting Back to School Drive  Date: August 22, 2015</p> <p>Participating personnel: Numerous LBI staff including Sales Managers, Business Manager, Office Manager, Programming Manager and Promotions Manager of SEU</p> <p>Description: The SEU hosted its annual Back to School Drive event held at PlazAmericas in Houston, Texas. The events featured LBI stations KTJM – “La Raza” 98.5 FM, KQQK – “El Norte” 107.9FM and Estrella TV, KZJL-TV CH.61 for the Back to School Drive – Health Fair and Business Expo. Students were provided with backpacks, school supplies, uniforms and more. Health Fair provided consultation and preventative information to families, and small businesses to promote and showcase their products and services. 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. Approximately 7,000 attended this particular event</p>
7	<p>Host community event/program which assists in the dissemination of information about broadcast employment opportunities</p>	<p>Activity: Fiestas Patrias Festival  Date: September 20, 2015</p> <p>Participating personnel: Numerous LBI staff including Sales Manager of SEU</p> <p>Description: The SEU hosted its annual Fiestas Patrias event held at the Sam Houston Race Park in Houston, Texas. The events featured booths for recruiting 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 workers at the SEU. Approximately 50,000</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
		attended this particular event.
8	Participate in community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: Texas Truck Invasion 2015 Date: November 08,2015</p> <p>Participating personnel: Business Manager, Office Manager, General Sales Manager - Raza Sales, General Sales Manager TV Sales and Promotion Director of SEU</p> <p>Description: The SEU participated in the Texas Truck Invasion Event in Houston, Texas. This event is hosted by Red Line Promotions in Houston, Texas. The event featured booths from various business and truck and car clubs. Members of the SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged 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 5000 attended this particular event.</p>