

**KMPX(TV), KNOR(FM), KBOC(FM),
KZZA(FM), KZMP-FM, KZMP(AM)
EEO PUBLIC FILE REPORT
April 1, 2013 - March 31, 2014¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-4, 8-9, 10-12, 16	2
Master Control Operator	2, 8-12, 14-16	14
Account Executive	2-4, 8-12, 16	2
Master Control Operator	2-5, 8-12, 14-16	5
Master Control Director	2-5, 8-12, 14-16	8
Account Executive	2-4, 8-12, 16	2
Engineering Assistant	2-3, 8-12, 14-16	2
Master Control Operator	2-4, 8-12, 14-16	8
Network Traffic Assistant	2-4, 7-8, 14, 16	2
Traffic Assistant	1-4, 7-8, 12-13	1
Accounts Receivable	2-4, 7-8, 11-13, 16	7
Hr Coordinator/Office Manager	2-4, 7-9, 12, 14	7
Traffic Assistant	1-4, 7-8, 13	2
Traffic Assistant	2-4, 7-9, 12-13	2
Audio Assistant	3-4, 7-9, 12-14	7
Traffic Assistant	2-4, 7-9, 12-13	2
Receptionist	2-4, 7-9, 12-13, 16	7
National Sales Assistant	2-4, 7-10, 12-14, 16	2
Accounts Receivable	2-4, 7, 9-10, 12-14, 17	2
Traffic Assistant	2-4, 7-9, 12-13	2
Hr Coordinator/Office Manager	2-4, 7-10, 12-13, 16	2

¹ This Report includes recruitment activity from March 22, 2013 through March 21, 2014 pursuant to the FCC's grace period policy.

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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	Walk-In/Self-Referral	NO	4
2	Employee Referral	NO	22
3	Internal Posting (<i>Reception Area Job Bulletin</i>)	NO	2
4	Company Website <i>www.lbimedia.com</i>	NO	3
5	Internal Transfer/Promotion	NO	1
6	Job Fairs/Community Events (<i>See Sec. III of Report</i>)	NO	0
7	Craigslist <i>http://dallas.craigslist.org</i>	NO	36
8	Workforce Solutions for Dallas County Greater Dallas Workforce Center (website/job bank/career center) <i>www.workintexas.com</i> 2707 N. Stemmons Frwy., Ste. 130 Dallas, TX 75207 Attn: Teresa Luna / (214) 302-5504	NO	4
9	North Lake College Career Services 5001 N. MacArthur Blvd. Room L135 Irving, TX 75038 Attn: Crystal Larthridge / (972) 273-3145	NO	0
10	Southern Methodist University – Career Dev. Center <i>http://smu.edu/career/</i> 200 Hughes-Trigg Student Center 3140 Dyer Street Dallas, TX 75205 Attn: Latrice White / 214-768-2266	NO	0
11	Dallas County Community College District Free internet job search engine and job board for students enrolled in the DCCC District. <i>http://www.dcccd.edu/Pages/Jobs.aspx</i>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	Catholic Charities Fort Worth Catholic Charities Fort Worth O: 817.289.2829 / F: 817.535.8779 rduran@ccdofw.org Attn: Raul Duran / Career Navigator	NO	0
13	Tarrant County College http://www.tccd.edu Multiple Campuses with Greater Dallas Metro Area, including Northeast, Northwest, and South Campuses Attn: Career Center/Recruitment: kvinson@tccd.edu	NO	0
14	American Broadcasting School 712 N. Watson Road, Ste. 200 Arlington, TX 76011 (817) 695-2474 or (817) 695-2838 (FAX) michelle@radioschool.com Attn: Michelle McConnell / Job Placement Director	NO	0
15	Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701 www.tab.org	NO	0
16	University of North Texas (UNT) – Eagle Network (Career Center) 1155 Union Circle, #310859 Denton, TX 76203-5107 Chestnut Hall #103 http://careercenter.unt.edu/	NO	0
17	Goodwill Industries of Dallas, Inc. 3020 N. Westmoreland Rd. Dallas, Texas 75212 http://www.goodwilldallas.org Employment Recruiter (Esther Clingerman): eclingerman@goodwilldallas.org	NO	0
TOTAL INTERVIEWEES OVER 12 – MONTH PERIOD:			72

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: "<i>La Batalla 2013</i>" - Cinco de Mayo Festival: Lone Star Park (1000 Lone Star Parkway, Grand Prairie, TX 75050)</p> <p>Date: May 12, 2013</p> <p>Participating personnel: Numerous staff from the SEU, including Account Executives, Sales Managers, Business Manager/Office Manager, promotions staff and programming personnel from the SEU</p> <p>Description: The SEU hosted its annual Cinco de Mayo Festival (aka "<i>La Batalla</i>") at Lone Star Park in Grand Prairie, Texas. The event, which attracts 70,000+ people annually, featured booths for community organizations, food/concessions, and retailers as well as live entertainment, and provided a perfect opportunity to engage in community outreach and recruiting activities directed towards members of the community. Staff of the SEU met with attendees of the festival to promote the SEU's radio stations & its television station (and the EstrellaTV television network), as well as answer questions related to careers in the radio and TV broadcasting industry. Staff members encouraged those attendees with an interest in broadcasting to contact the SEU's Business Manager/Office Manager & HR department to pursue potential career opportunities and ask further questions. Written materials were provided with information about LBI Media/Liberman Broadcasting (the SEU's parent companies), and the many different kinds of career opportunities available with the SEU and the broadcast industry in general (including both radio broadcasting and television broadcasting). More than 70,000 attendees were present at this year's festival.</p>
2	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: Network Television Talent Competition Program Auditions/Casting Call for "<i>Tengo Talento, Mucho Talento</i>" on the Estrella TV network.</p> <p>Date: June 24, 2013</p> <p>Participating personnel: Multiple LBI staff (including programming staff and the promotions staff as well as the SEU's business managers and sales managers, plus celebrity judges from the SEU's parent company (and owner of Estrella TV).</p> <p>Description: The SEU hosted general auditions for the EstrellaTV network-television talent competition series entitled "<i>Tengo Talento, Mucho Talento</i>" ("TTMT") at the Plaza de las Americas (300 E Ledbetter Drive) in Dallas, TX. The event was for EstrellaTV's 9th season of the nationally-distributed TTMT program. Members of the SEU met with guests of the event to promote the SEU's radio stations and local television station in Dallas, answer questions related to the event and the EstrellaTV network (owned by the SEU's parent company), and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Written materials were provided with information about LBI Media/Liberman Broadcasting (the SEU's parent companies), and the many different kinds of career opportunities available with the SEU and the broadcast industry in general (including both radio broadcasting and television broadcasting). There were several hundred attendees at this event.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: "Fiestas Patrias" Festival – Lone Star Park (1000 Lone Star Parkway, Grand Prairie, TX 75050)</p> <p>Date: September 22, 2013</p> <p>Participating personnel: Numerous staff from the SEU, including Account Executives, Sales Managers, Business Manager/Office Manager, promotions staff and programming personnel from the SEU.</p> <p>Description: The SEU hosted its annual "Fiestas Patrias" Festival at Lone Star Park in Grand Prairie, Texas. The event (which attracts approximately 50,000 people annually) featured booths for community organizations, food/concessions, and retailers as well as live entertainment. The festival provided a perfect opportunity to engage in community outreach and recruiting activities towards members of the community. Staff of the SEU met with attendees of the festival to promote the SEU's radio stations & its television station (and the EstrellaTV television network), as well as answer questions related to careers in the radio and TV broadcasting industry. Staff members encouraged those attendees with an interest in broadcasting to contact the SEU's Business Manager/Office Manager & HR department to pursue potential career opportunities and ask further questions. Written materials were provided with information about LBI Media/Liberman Broadcasting (the SEU's parent companies), and the many different kinds of career opportunities available with the SEU and the broadcast industry in general (including both radio broadcasting and television broadcasting). More than 50,000 attendees were present at this year's festival.</p>
4	Host community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: Network Television Talent Competition Program Auditions/Casting Call for "<i>Tengo Talento, Mucho Talento</i>" on the Estrella TV network.</p> <p>Date: January 13, 2014</p> <p>Participating personnel: Multiple LBI staff (including programming staff and the promotions staff as well as the SEU's business managers and sales managers, plus celebrity judges from the SEU's parent company (and owner of Estrella TV).</p> <p>Description: The SEU hosted general auditions for the EstrellaTV network-television talent competition series entitled <i>Tengo Talento, Mucho Talento</i> ("TTMT") at the Plaza de las Americas (300 E Ledbetter Drive) in Dallas, TX. The event was for EstrellaTV's 9th season of the nationally-distributed TTMT program. Members of the SEU met with guests of the event to promote the SEU's radio stations and local television station in Dallas, answer questions related to the event and the EstrellaTV network (owned by the SEU's parent company), and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Written materials were provided with information about LBI Media/Liberman Broadcasting (the SEU's parent companies), and the many different kinds of career opportunities available with the SEU and the broadcast industry in general (including both radio broadcasting and television broadcasting). There were several hundred attendees at this event.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in job/career fair	<p>Activity: University of North Texas – Spring 2014 Journalism/ Media/Communication/Design Internship & Career Fair</p> <p>Date: February 19, 2014</p> <p>Participating personnel: Business Manager/Office Manager, Account Executive/Sales Manager of SEU</p> <p>Description: The SEU participated in the University of North Texas ("UNT") Spring 2014 Journalism/Media/Communication/ Design Internship & Career Fair held on the UNT campus in Denton, Texas. This event is hosted by the UNT /Division of Student Affairs Career Center. The event featured employers from different Journalism, Communication and Media related industries to meet and interact with a diverse group of students possessing skills and educational backgrounds with potential interest in the broadcast industry. Members of the SEU met with students to answer questions related to the SEU's television and radio stations, and the broadcast industry in general. The SEU staff members also encouraged those students with an interest in broadcasting to contact the SEU's Business Manager/Office Manager with job/career inquiries. Written materials were provided with information about LBI Media/Liberman Broadcasting (the SEU's parent companies), and the many different kinds of career opportunities available with the SEU and the broadcast industry in general (including both radio broadcasting and television broadcasting). Approximately 100-200 students attended this particular event.</p>
6	Participate in community event/program which assists in the dissemination of information about broadcast employment opportunities	<p>Activity: "S.T.A.N.D. UP Pleasant Grove - GroveFest" Festival Buckner Station (DART) Dallas, TX</p> <p>Date: October 26, 2013</p> <p>Participating personnel: Numerous staff from the SEU including Account Executives, Sales Managers, Business Manager/Office Manager, and Promotions Staff.</p> <p>Description: The SEU participated in the 2013 "GroveFest" celebratory festival, part of the annual month-long "S.T.A.N.D. UP Pleasant Grove" community outreach program for the Pleasant Grove community. "S.T.A.N.D. UP Pleasant Grove" is designed to "inspire and empower the residents and businesses throughout the area to do even bigger and greater things... and provide numerous opportunities" for Pleasant Grove residents, as well as all Dallas-area residents. The SEU was a Platinum Level sponsor of the event, which attracts thousands of local residents from Pleasant Grove (and many others from around Dallas via the DART public rail system). The event featured booths for community organizations, food/concessions, and retailers – as well as live entertainment. The event provided an opportunity for the SEU staff to engage in community outreach activities directed towards members of the local community. Staff of the SEU met with attendees of the festival and promoted the SEU's radio stations & its television station (and the EstrellaTV television network), as well as answer questions related to careers in the radio and TV broadcasting industry. Staff members encouraged those attendees with an interest in broadcasting to contact the SEU's Business Manager/Office Manager & HR department to pursue potential career opportunities and ask further questions. Written materials were provided with information about LBI Media/Liberman Broadcasting (the SEU's parent companies). Approximately 5,000 to 7,000 attendees were present at this year's GroveFest Festival.</p>