

**KCOL-FM, KIOC-FM, KKMY-FM, KLVI-AM, KYKR-FM****EEO PUBLIC FILE REPORT****April 1, 2012 - March 31, 2013****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>
KKMY Announcer / Promotions Director	1-16	16

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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	Advanced Staffing 2358 Eastex Frwy. Beaumont, Texas 77703 Phone : 409-924-0586 Email : staff@advancedstaffinginc.com Fax : 1-409-924-0892 Jerre Croley	N	0
2	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	0
3	Goods Entertainment Texas Phone : 1-800-867-9532 Email : mail@goodsentertainment.com Fax : 1--- Adam Goodman	N	0
4	Internal Posting (Bulletin Board) 2885 I-10 East Beaumont, Texas 77702 Phone : 409-896-5555 Email : Fax : Manual posting Debbie Wright	N	0
5	Job Quest 655 S. 8th St. Beaumont, Texas Phone : 409-784-5621 Email : Fax : 1-409-833-8041 Robert Thomas	N	0
6	Jobs Today Newspaper 795 Willow Beaumont, Texas 77701 Phone : 409-833-1755 Url : www.jobstodayset.com Email : gina@jobstodayset.com Fax : 1--- Gina Galloway	N	0

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<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 Reporting Period</b>
7	Lamar University/Career & Testing Center 4400 MLK Blvd. Beaumont, Texas 77710 Phone : 409-880-8878 Url : www.lamar.edu/careerandtestingcenter Email : Fax : Manual posting Career Services	N	0
8	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
9	National Association of Black College Broadcasters/Black College Radio P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Fax : 1--- Career Services	N	0
10	Station Websites 2885 I-10 East Beaumont, Texas 77702 Phone : 409-896-5555 Email : Fax : Manual posting Debbie Wright	N	1
11	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0

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<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 Reporting Period</b>
12	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 78701 Phone : 512-322-9944 Email : teresa@tab.org Fax : 1--- Teresa McAnally	N	0
13	Texas Careers 194 Gateway Beaumont, Texas 77701 Phone : 409-833-2722 Email : Fax : 1-409-212-8960 Sheila Adair	N	0
14	Texas Workforce Commission 304 Pearl St. Beaumont, Texas 77701 Phone : 409-839-8045 Email : Fax : 1-409-833-3913 Sam Adams	N	0
15	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
16	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/10/2012	Participation in Job Fairs	Lamar State College - Orange Clear Channel Beaumont-Port Arthur had a booth at the event where we collected applications and talked with attendees about employment opportunities in broadcasting.	2	Business Manager Asst. Business Manager	0.25
2	6/25/2012	Establishment of an intern program designed to assist members of the community	Clear Channel Beaumont-Port Arthur participated in a summer youth program sponsored by the Southeast Texas Workforce Center's "Power Zone", which was directed toward students desiring to pursue a career in broadcasting. This summer opportunity gives young adults interested in certain career field a chance to see what actually happens day-to-day and determine if they want to pursue that avenue. From June 25, 2012 through July 27, 2012, our stations hosted one student. The student worked at Clear Channel 30 hours a week, training under the supervision of the Promotions Director and the Director of Operations in various departments during the course of the program.	4	Business Manager Operations Manager Promotions Director Asst. Business Manager	1.00
3	3/26/2013	Provision of training to management	Clear Channel Beaumont-Port Arthur participated in online training programs presented by Clear Channel corporate human resources, "Valuing Diversity" and "Understanding Sexual Harassment" which covered topics such as discrimination.	2	Business Manager Asst. Business Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.25</b>