

**KMPX(TV)/KNOR(FM)/KBOC(FM)/KTCY(FM)/KZMP-FM/
KZMP(AM)/KZZA(FM)**

EEO PUBLIC FILE REPORT

April 1, 2007 – March 31, 2008

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

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
Copywriter / TV Promotions	2-5, 6, 7, 8, 9, 10, 11,	5
Account Executive	2-5, 9, 10, 13	9
Promotions Assistant	2-5, 8, 13	5
Receptionist	2-6, 8, 13	8
TV Promotions Coordinator	2-7, 8, 13	13
National Traffic Assistant	3, 4, 8, 9, 10, 12	9
Assistant Business Manager	2-6, 8, 9	2
Disc Jockey	3-5, 7	3
Programming Assistant	3-5, 8, 9	9
National Sales Assistant	2-4, 6, 8, 9, 11	8
Copywriter	2-4, 6, 8,	3
Account Executive	3, 4, 7-9, 14	4
National Sales Assistant	3, 4, 6, 8, 9, 11	11
Surveys Coordinator	2-5, 13, 14	13
Receptionist	2-6, 8, 14	2
Account Executive	3, 4, 7, 8, 9, 13, 14	13
Disc Jockey	2-5, 8, 13	13
Local Sales Manager	3,4, 7-9, 11, 12	3
Radio Promotions Director	3, 8, 11	3
Production Assistant	2-5, 6, 8, 12, 14	5
TV Production Manager	3, 4, 6, 8, 12	6
TV Traffic Assistant	3, 4, 6, 8, 9, 11, 12	12
Promotions Assistant	2-4, 5, 7, 8, 14, 15, 18	18
Account Executive	3, 4, 7-9, 11, 14, 15	3
Accounts Receivable Analyst	3, 4, 8, 9, 11, 15	3
Copywriter	2-4, 6, 8, 14	8
Account Executive	3, 4, 7-9, 11, 14, 15, 18	18
Receptionist	2-6, 8, 9, 15	5
General Sales Manager	3, 4, 8, 9, 12,	8
Account Executive	3, 4, 8, 9, 11, 14, 15	3
Disk Jockey	2-4, 8, 17	17
Disk Jockey	2-4, 8, 17	17
Disk Jockey	2-4, 8, 17	17
Disk Jockey	2-4, 8, 17	17
Radio Traffic Manager	3-5, 8, 9	8
Maintenance	2-5, 8	5
Program Director	3, 4, 8, 17	17
Receptionist	2,4, 8, 9, 15	9

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	3, 4, 8, 9, 12, 14, 15	8
Traffic Manager	3, 4, 8, 9, 11, 12	9
Maintenance	2-4, 8	3
Account Executive	3, 4, 8, 9, 14, 15	8
Collections Analyst	3, 4, 8, 11, 12	3
Survey Coordinator	2-5	5
Promotions Assistant	2-5, 8, 14, 15	8
Maintenance	2-4, 8	8
Account Executive	2-5, 8, 9, 14, 15	5
Radio Production Assistant	3, 4, 5, 14, 15	5
Account Executive	3, 4, 8, 9, 15	3
Account Executive	3, 4, 8, 9, 15	8
Radio Production Assistant	2-5, 8, 14, 15	5
Account Executive	3, 4, 8, 9, 14, 15	4
Account Executive	3, 4, 8, 9	3
National Sales Executive	2-4, 8, 9	2
Account Executive	3, 4, 8, 9, 14, 15	15
Account Executive	2-4, 8, 9, 14, 15	2
Account Executive	3, 4, 8, 9, 14, 15	15
Traffic Coordinator	3, 4, 8, 9	3
TV Editor	2-4, 8, 9, 15, 16	9
Disc Jockey	2-5, 8, 15, 16	3
Account Executive	3, 4, 8, 9, 15, 16	8

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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	University of Dallas 1845 E. Northgate Drive Irving, TX 75062 Margaret DeMarco (972) 721-4127	Yes	0
2	Walk-Ins Liberan Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Jeri Vermillion / Eva Carrera / Imelda Herrera	No	11
3	Employee Referrals Liberan Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Jeri Vermillion / Eva Carrera / Imelda Herrera	No	22
4	Non-Employee Referrals Liberan Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Jeri Vermillion / Eva Carrera / Imelda Herrera	No	3
5.	Radio On-Air Announcements (All SEU Stations) Liberan Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Jeri Vermillion / Eva Carrera / Imelda Herrera	No	14
6.	KMPX (TV) On-Air Announcement Liberan Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Jeri Vermillion / Eva Carrera / Imelda Herrera	No	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7.	Former Employees Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Jeri Vermillion / Eva Carrera / Imelda Herrera	No	0
8.	Company Website (www.lbimedia.com) Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: David Muñoz, Jr. / HR Director	No	19
9.	Monster.com (website) P.O. Box 632163 Cincinnati, OH 45263-2163 1-800-666-7837 www.monster.com	No	11
10.	Craigslist.org (website) P. O. Box 225159 San Francisco, CA 94122-5159 1-800-664-0633 www.craigslist.org	No	0
11.	Texas Workforce Commission Jane Goodenough (817) 399-7523	No	4
12.	Texas Association of Broadcasters 502 E. 11th Street, Ste. 200 Austin TX 78701 Teresa McAnnally (512) 322-9944	No	3
13.	On-Site Job Fair Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Eva Carrera / Imelda Herrera	No	11
14.	Community Event Fiestas Patrias Attn: Eva Carrera / Imelda Herrera	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15.	Job Fair North Lake College Attn: Imelda Herrera	No	5
16.	Community Event Pardi Gras Attn: Imelda Herrera	No	0
17.	Exceptional Talent Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Eddie Leon / V.P. of Radio Programming	No	5
18.	Employee Re-Hire Liberman Broadcasting, Inc. 4201 Pool Road Colleyville TX 76034 (817) 868-2900 Attn: Eva Carrera / Imelda Herrera	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			115

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III. RECRUITMENT INITIATIVES

RS Number	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Host Job Fair	<p>Activity: Company Job Fair – Liberman Broadcasting 4201 Pool Rd Colleyville, TX</p> <p>Date: April 23, 2007</p> <p>Attended: Business Manager and HR Assistant</p> <p>Description: Liberman Broadcasting Inc. hosted an on site job fair. LBI radio stations held a live remote and welcomed the approximately one hundred job seekers that attended. HR personnel gave guided tours of facility and explained all TV and Radio departments and their functions. Individual department managers in sales, promotions, programming, traffic, and engineering gave an orientation of the different responsibilities and requirements of their respective departments. Applications and other useful hand-outs were given to interested attendees, resumes were received and on-site preliminary interviews were given.</p>
2.	Host Community Event Relating to Careers in Broadcasting	<p>Activity: Fiestas Patrias – Grand Prairie, TX</p> <p>Date: Sept 9, 2007</p> <p>Attended: Business Manager and HR Assistant</p> <p>Description: Approximately 30,000 people attended this community event. A booth was set up with information about employment opportunities at Liberman Broadcasting, Inc. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were given to interested attendees and on-site preliminary interviews were given.</p>
3.	Participate in Job Fair	<p>Activity: North Lake College – Job Fair / Dallas, TX</p> <p>Date: October 25, 2007</p> <p>Attended: Business Manager and HR Assistant</p> <p>Description: HR personnel attended a college professional job fair with over 300 job seekers in</p>

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		attendance. A booth was set up with information about employment opportunities at Liberman Broadcasting, Inc. Applications and other useful hand-outs were given to interested attendees and on-site preliminary interviews were given.
4.	Host Community Event Relating to Careers in Broadcasting	<p>Activity: Pardi Gras – Dallas, TX</p> <p>Date: February 5, 2008</p> <p>Attended: Business Manager and HR Assistant</p> <p>Description: Approximately 3,000 people attended this community event. A booth was set up with information about employment opportunities at Liberman Broadcasting, Inc. Questions about careers in broadcasting were answered. Applications and other useful hand-outs were given to interested attendees and on-site preliminary interviews were given.</p>