

**KZJL(TV) / KTJM(FM) / KJOJ-FM / KQQK(FM) / KNTE-FM  
 KEYH(AM) / KXGJ(FM) / KQUE(AM) / KJOJ(AM)  
 EEO PUBLIC FILE REPORT  
 April 1, 2009 - March 31, 2010**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	2, 8-12, 14, 16, 18	2
Radio Production	2, 5, 7-12, 14, 16-18	5
Account Executive	2-3, 7-10, 12, 14-18	3
Radio Production	2, 8-11, 14, 16-18	2
Account Executive	2-3, 9-10, 12, 14-18	3
Account Executive	2, 7-12, 14-18	2
Traffic Assistant	2, 7, 9-11, 14, 17-18	2
Radio Production	2, 7-8, 11, 14-16	2
Disc Jockey	2, 7-12, 14, 16-18	2
Account Executive	7-12, 14, 16-18	11
Account Executive	2, 8-12, 14, 16-18	11
Disc Jockey	1, 4, 6-8, 11	6
Account Executive	2, 4, 9, 11, 13, 16	2
Account Executive	4, 7, 9-18	15
Account Executive	4, 7, 9-18	15
Account Executive	4, 7, 9-18	4
Account Executive	4, 7, 9-18	15
Sales Assistant	1-6-7-11	6
Account Executive	1-3, 8, 11, 18	3
Account Executive	1-3, 7, 11	2

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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-Ins / Self-Referral</b> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	1
2	<b>Employee Referrals</b> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	13
3	<b>Non-Employee Referrals</b> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	5
4	<b>On-Air Announcements</b> KEYH (AM), KQQK (FM), KTJM (FM) Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	4
5	<b>Former Employee (Re-Hire)</b> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	1
6	<b>Internal Transfer / Promotion</b> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	2
7	<b>Company Website</b> <i>(www.lbimedia.com)</i> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	13

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	<b>Job Fairs / Community Events</b> <i>See Section III of Report</i> Liberman Broadcasting, Inc. 3000 Bering Houston, Texas 77057 Attn: Rachel Martinez / (713) 315-3400	No	9
9	<b>Houston Hispanic Chamber of Commerce</b> <a href="http://www.houstonhispanicchamber.com/">http://www.houstonhispanicchamber.com/</a> 1801 Main St. Houston, Texas 77002 Attn: Job Placement / (713) 644-7070	No	1
10	<b>San Jacinto College</b> Job Placement 8060 Spencer Hwy Pasadena, Texas 77501 Attn: Job Placement / (281) 998-6150	No	3
11	<b>Workforce Solution (Formerly The Worksource)</b> <b>(job placement/job bank database/career center)</b> <a href="http://www.wrksolutions.com/">www.wrksolutions.com/</a> / <a href="http://www.workintexas.com">www.workintexas.com</a> 8373 Westheimer Rd. Houston, TX 77063 Attn: Meriel D. Sweet, PHR Phone: (713) 953-9211 x 2939 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	20
12	<b>Houston Job Training Partnership Council</b> 2118 Smith St. Houston, TX 77002 Attn: Job Placement / (713) 654-1919	No	1
13	<b>University of Houston / Sales Career Center</b> 334 Melcher Hall Houston, TX 77204-6021 Attn: Patricia Ciborowski	No	5
14	<b>University of Houston Mexican-American Study Program</b> 4800 Calhoun Houston, TX 77004	No	2
15	<b>Craigslist.org (website)</b> <a href="http://houston.craigslist.org/">http://houston.craigslist.org/</a> P. O. Box 225159 San Francisco, CA 94122-5159 1-800-664-0633	No	10

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	<b>Lone Star College-CyFair</b> 9191 Barker Cypress Rd. Cypress, TX 77064 Attn: Job Placement / (832) 813-6500	No	1
17	<b>NAACP – Houston Branch #6183</b> 2002 Wheeler Street Houston, TX 77004 Attn: Job Placement / (713) 526-3389	No	1
18	<b>University of Phoenix</b> 11451 Katy Fwy Houston, TX 77004 Attn: Job Placement / (713) 465-9966	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:</b>			92

**KZJL (TV) / KTJM (FM) / KJOJ (FM) / KQQK (FM) / KNTE (FM)  
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**EEO PUBLIC FILE REPORT**

**April 1, 2009 -March 31, 2010**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participate in community event to help disseminate information about broadcast employment opportunities	<p><b>Activity:</b> Community Health Fair 2009 “<i>Feria de la Salud por tu Familia</i>”.</p> <p><b>Date:</b> April 5, 2009</p> <p><b>Participating Personnel:</b> Business Manager and Office Manager of SEU</p> <p><b>Description:</b> The SEU participated in this Community Health Fair 2009, sponsored by the American Diabetes Association and held at Mason Park in Houston, Texas, featuring local businesses and organizations. SEU representatives met attendees to encourage those with an interest in broadcasting to apply for vacancies. 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. The event reached over 7,500 participants.</p>
2	Host community event designed by SEU to help disseminate information about broadcast employment opportunities	<p><b>Activity:</b> Cinco de Mayo at Sam Houston Race Park in Houston, TX</p> <p><b>Date:</b> May 3, 2009</p> <p><b>Participating personnel:</b> Numerous LBI staff including Sales Managers, Business Manager, Office Manager, Programming Manager and the Promotions Manager of SEU</p> <p><b>Description:</b> The SEU hosted its annual Cinco de Mayo event held at the Sam Houston Race Park. 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 60,000 attended this particular event.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>3</b>	Host community events designed by SEU to help disseminate information about broadcast employment opportunities	<p><b>Activity:</b> Sunday Summer Beach Party’s “<i>Domingos Playeros 2009</i>” at Studio 59 in Houston, TX</p> <p><b>Dates:</b> August 2 and September 6, 2009</p> <p><b>Participating personnel:</b> Business Manager, Office Manager, Sales Managers and Promotions Manager of SEU</p> <p><b>Description:</b> The SEU hosted the Sunday Summer Beach Party’s events at Studio 59. The events featured recruiting activities, live entertainment, and food and beverage. Members of the SEU met with guests of the event to 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 2,500 attended both event dates.</p>
<b>4</b>	Host community event designed by SEU to help disseminate information about broadcast employment opportunities	<p><b>Activity:</b> Fiestas Patrias at Sam Houston Race Park in Houston, TX</p> <p><b>Date:</b> September 20, 2009</p> <p><b>Participating personnel:</b> Numerous LBI staff including Sales Managers, Business Manager, Office Manager, Programming Manager and the Promotions Manager of SEU</p> <p><b>Description:</b> The SEU hosted its annual Fiestas Patrias event held at the Sam Houston Race Park. 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 60,000 attended this particular event.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>5</b>	Participate in career fair to help disseminate information about broadcast employment opportunities	<p><b>Activity:</b> Fall 2009 Sales Career Fair</p> <p><b>Date:</b> November 4, 2009</p> <p><b>Participating personnel:</b> Business Manager, Office Manager, General Sales Manager - Raza Sales and General Sales Manager - XO Sales of SEU</p> <p><b>Description:</b> The SEU participated in a career fair presented by the Program for Excellence in Selling held at the University of Houston. This Meet and Greet event featured booths for recruiting activities, community organizations, and retailers. 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 500 companies participated in this event.</p>
<b>6</b>	Participate in job fair to help disseminate information about broadcast employment opportunities	<p><b>Activity:</b> 2009 Career Fair</p> <p><b>Date:</b> November 18, 2009</p> <p><b>Participating personnel:</b> Business Manager, Office Manager</p> <p><b>Description:</b> The SEU received a personal invitation to participate in the Who's Hiring in Houston professional career mixer and job fair. This event was hosted by Workforce Solutions, Prudential, The University of Phoenix and the Houston Hispanic Chamber of Commerce and was held at the offices of Workforce Solutions. The event featured booths for recruiting activities, community organizations and retailers. 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 companies participated in this event.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
7	Manager-level training regarding Equal Employment Opportunity and preventing discrimination.	<p><b>Activity:</b> “Diversity in the Workplace...Creating an Environment of Understanding, Tolerance &amp; Respect” / LBI Houston</p> <p><b>Dates:</b> March 15 &amp; 16, 2010</p> <p><b>Conducted:</b> David Muñoz, Jr. / Director of Human Resources / Liberman Broadcasting, Inc.</p> <p><b>Attendees:</b> All SEU staff including Hiring Managers.</p> <p><b>Description:</b> All employees and hiring managers were required to participate in a 60 minute training program focused on the following objectives: a) raise the level of awareness about Equal Employment Opportunity and the importance on the sensitivity to cultural and religious diversity in the workplace, b) language around the topic of diversity and c) learn the tools necessary to avoid discrimination and work effectively with a diverse employee base. The program was conducted in two (2) sessions to ensure that all employees would be able to attend.</p>