

**KMPX(TV), KNOR(FM), KBOC(FM),
KZZA(FM), KZMP-FM, KZMP(AM)
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
MASTER CONTROL OPERATOR	1,8,12-13,16,21-22,24	8
DISK JOCKEY	2,5,7,12-13,16,18,21-22,24	5
NATIONAL SALES ASSISTANT	3,7,12,16,18,22	3
NATIONAL SALES ASSISTANT	3,12-13,16,21-22,24	3
ACCOUNT EXECUTIVE	1,7,12-13,16,21-22,24	1
ACCOUNT EXECUTIVE	1,3,7,12-13,16,21-22,24	3
ACCOUNT EXECUTIVE	2,7,12-13,16,20-22,24	2
ACCOUNT EXECUTIVE	2-3,7,12-13,16,18,20-22,24	20
RADIO/AUDIO PRODUCTION ASSISTANT	2,4,7-8,12-13,16-18,21-24	4
MASTER CONTROL OPERATOR	3,7-8,12-13,16-18,21-24	8
ACCOUNT EXECUTIVE	2,7,10,12-13,16-18,21-24,26	2
NETWORK TRAFFIC CONTINUITY	2,7,10,12-13,16-18,21-24,26	2
NATIONAL SALES ASSISTANT	2,7-8,10,12-13,16-18,24,26	8
TV & RADIO SALES ASSISTANT	2,7-8,10,12-13,16-18,24,26	8
TV & RADIO SALES ASSISTANT	2,7-8,10,12-13,16-18,24,26	2
TV TRAFFIC ASSISTANT	2,7,10,12,16-18,24,26	2
ACCOUNT EXECUTIVE	7-8,10,12-13,17-18,21-24,26	10
ACCOUNT EXECUTIVE	2,7-8,10,12-13,16-18,24,26	2
ACCOUNT RECEIVABLE	7,10,12-13,16-18,24,26	10
TV & RADIO SALES ASSISTANT	2,7-8,10,12-13,16-18,24,26	2
ACCOUNT EXECUTIVE	2,7,10,12-13,16-18,24,26	2
TV TRAFFIC ASSISTANT	1-2,7,10,12-13,16-18,24,26	1
ACCOUNT EXECUTIVE	2,7,10,12-13,16-18,24,26	2
DISK JOCKEY	2,7,10,12-13,16-18,24,26	2
DISK JOCKEY	2,7,10,12-13,16-18,24,26	2
LOCAL SALES MANAGER	2,7,10,12-13,16-18,24,26	2
ACCOUNT EXECUTIVE	1,7-8,10,12-13,16-18,24,26	1
PROMOTION ASSISTANT	7-8,10,12-13,16-18,24,26	8

¹ This Report includes recruitment activity from March 22, 2015 through March 21, 2016 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	5
2	Employee Referral	NO	31
3	Non-Employee Referrals	NO	7
4	Former Employee (Re-Hire)	NO	1
5	On-Air Radio Job Announcements (<i>one or more stations</i>)	NO	5
6	Internal Posting (<i>Reception Area Job Bulletin</i>)	NO	15
7	Company Website <i>www.lbimedia.com</i>	NO	2
8	Internal Transfer/Promotion	NO	5
9	Job Fairs/Community Events (<i>See Sec. III of Report</i>)	N/A	0
10	Indeed <i>www.indeed.com</i>	NO	45
11	Craigslist <i>http://dallas.craigslist.org</i>	NO	0
12	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: Carmela Nava / (214) 302-5504	NO	17
13	North Lake College Career Services 5001 N. MacArthur Blvd. Room L135 Irving, TX 75038 Attn: Crystal Larthridge / (972) 273-3145	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
14	Southern Methodist University – Career Dev. Center http://smu.edu/career/ 200 Hughes-Trigg Student Center 3140 Dyer Street Dallas, TX 75205 Attn: Latrice White / 214-768-2266	NO	0
15	Dallas County Community College District Free internet job search engine and job board for students enrolled in the DCCC District. http://www.dcccd.edu/Pages/Jobs.aspx	NO	0
16	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
17	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
18	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
19	Texas Association of Broadcasters 502 East 11th Street, Suite 200 Austin, TX 78701 www.tab.org	NO	0
20	LinkedIn Corporation (Job board posting) 2029 Stierlin Court Mountain View, CA 94043 (832)524-8001 www.linkedin.com	NO	2
21	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
22	Job Spider.Com (website) 300 Stanton Cir. Carmichael, CA 95608 Office (916)488-7065 www.jobspider.com	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
23	St. Luke Catholic Church 202 South MacArthur Blvd. Irving, TX 75060 Office (972)259-3222 <i>Terri.hernandez@stlukeirving.org</i> Attn: Terri Hernandez / Career Navigator	NO	0
24	Goodwill Industries of Dallas, Inc. 3020 N. Westmoreland Rd. Dallas, Texas 75212 <i>http://www.goodwilldallas.org</i> Employment Recruiter (Esther Clingerman): <i>kcoleman@goodwilldallas.org</i>	NO	0
25	Simply Hired 370 San Aleso Ave #200 Sunnyvale, CA 94085 Office (408) 400-4700 <i>SimplyPost@simplyhired.com</i>	NO	0
26	Entertainment Careers <i>www.entertainmentcareers.net</i>	NO	1
TOTAL INTERVIEWEES OVER 12 – MONTH PERIOD:			137

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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: Horse Power "Festival del dia del Padre 2015" : Lone Star Park (1000 Lone Star Parkway, Grand Prairie, TX 75050)</p> <p>Date: June 21, 2015</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 Festival del dia del padre at Lone Star Park in Grand Prairie, Texas. The event, which attracts 10,000+ 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 29, 2015</p> <p>Participating personnel: Multiple LBI staff (including Programming staff and the Promotions staff, and 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 <u><i>Tengo Talento, Mucho Talento</i></u> ("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-distrbuted 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</p>

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		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.
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, 2015</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 17, 2016</p> <p>Participating personnel: Multiple LBI staff (including Programming staff and the Promotions staff, and 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</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		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.
5	Participate in job/career fair	<p>Activity: University of North Texas – Spring 2016 Journalism/ Media/Communication/Design Internship & Career Fair</p> <p>Date: March 24, 2016</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 2016 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 a 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>