

EEO PUBLIC FILE REPORT
FOR BORDER MEDIA SAN ANTONIO LICENSE COMPANY, L.P.

This report covers full-time vacancy recruitment for the period March 22, 2010 until March 21, 2011.

The employment unit covered by this report includes radio stations KLEY (FM) Jourdanton, TX, KTFM (FM) Floresville, TX, KSAH (AM) Universal City, TX, KSAH (FM) Pearsall, TX, KZDC (AM) San Antonio, TX, KHHL (FM) Karnes City, TX, KTSA (AM) San Antonio, TX, and KJXK (FM) San Antonio, TX.

The Employment Unit's EEO contact representatives are:

Dorothy Caldwell
Office Manager/Executive Assistant
4050 Eisenhower Rd.
San Antonio, TX 78218
(210) 654-5100

The following is a list of all full-time vacancies filled by the Employment Unit (for the time period covered by this Report):

<u>HIRE DATE</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCES USED TO FILL THE POSITION</u>	<u>RECRUITMENT SOURCE THAT REFERRED THE HIREE</u>
6/1/10	On Air Personality	Texas Association of Broadcasters (0) AllAccess.com (10)	AllAccess.com
7/19/10	Chief Engineer	Texas Association of Broadcasters (4) AllAccess.com (0) San Antonio College (0) UTSA Career Center (0) Employee Referrals (2)	Employee referral
7/26/10	AE	Texas Association of Broadcasters (0) AllAccess.com (0) Palo Alto College (0) San Antonio College (0) Border Media Radio (4) Employee Referrals (2)	Border Media Radio
7/26/10	AE	Texas Association of Broadcasters (0) AllAccess.com (0) Palo Alto College (0) San Antonio College (0) Border Media Radio (4) Employee Referrals (2)	Employee Referral
8/9/10	Production Director	Texas Association of Broadcasters (0) AllAccess.com (2) Employee Referral (3)	AllAccess.com

8/9/10	AE	Texas Association of Broadcasters (3) AllAccess.com (1) San Antonio College (0) San Antonio Jobs.net (1) Employee Referral (2)	Employee Referral
9/29/10	Receptionist	Texas Association of Broadcasters (0) San Antonio College (0) Craigslisr.org (13) Walk-in (1)	Craigslisr.org
10/29/10	AE	Texas Association of Broadcasters (1) AllAccess.com (0) Craigslisr.org (0) Career Fair at Texas State (7) Employee Referral (4)	Employee Referral
11/8/10	AE	Texas Association of Broadcasters (2) AllAccess.com (1) Craigslisr.org (0) Employee Referrals (5)	Employee Referral
11/8/10	AE	Texas Association of Broadcasters (1) AllAccess.com (0) Craigslisr.org (0) Career Fair at Texas State (7) Employee Referral (4)	Employee Referral
11/16/10	AE	Texas Association of Broadcasters (2) AllAccess.com (1) Craigslisr.org (0) Employee Referrals (5)	Texas Association of Broadcasters
1/10/11	On Air Personality	Texas Association of Broadcasters (0) AllAccess.com (9)	AllAccess.com

The Employment Unit's recruitment sources can be reached at:

Border Media Radio
Dorothy Caldwell
4050 Eisenhower Road
San Antonio, TX 78218
Phone: 210- 654-5100

AllAccess.com
All Access Music Group
28955 Pacific Coast Highway, Ste 210
Malibu, California 90265
Phone: 310-457-6616

Texas Association of Broadcasters (TAB)
Craig Bean
502 East 11th Street, Suite 200
Austin, TX 78701
Phone: 512-322-9944
Fax: 512-322-0522

San Antonio College
Javier Barrón
1300 San Pedro Ave.
San Antonio, TX 78212
Phone: 210-486-0140
Fax: 210-486-1722

UTSA Career Center
Yvonne Jones
One UTSA Circle
San Antonio, TX 78249
Phone: 210-458-4109

Palo Alto College
Rosie Castro
Student Center 101
San Antonio, TX 78212
Phone: 210-486-3124
Fax: 210-486-3102

San Antonio Jobs.net
8751 W. Broward Blvd, Ste 506
Plantation, FL 33324

Texas State University Career Services
Karen Julian
601 University Drive
San Marcos, TX 78666
Phone: 512-245-2645
Fax: 512-245-3993

Craigslist.org
1381 9th Ave.
San Francisco, CA 94122

Total number of interviews: 103

Interviewees referred by recruitment sources:

Texas Association of Broadcasters – 13
Employee Referral/Inter Company Network/Walk-ins – 30
AllAccess.com – 24
San Antonio College – 0
SanAntonioJobs.net – 1
UTSA Career Center – 0
Palo Alto College – 0
Craigslist.org - 13
Texas State University Career Services (Career Fair) - 14
Border Media Radio (Ads) – 8

No organizations have requested notice of vacancies at the Employment Unit pursuant to the FCC's rules. Organizations wishing to receive notice may contact Dorothy Caldwell at the address listed above or the company Human Resources Department. For such purpose, the stations broadcast, on a regular basis in both English and Spanish, the following commercial "Border Media is an equal opportunity employer. Organizations that would like to be notified of job openings at our station(s) should send us an email at EEO@bmpradio.com. Please make sure to include the following information in your email: name, mailing address, phone number, contact person, and identify the category or categories of vacancies of which you request notice."

The Employment Unit has participated in the following supplemental recruitment initiatives during time period covered by this report:

- **Training of Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination:**
 - May 11, 2010 – Unit management level personnel participated in TAB Webinar on “Navigating the FCC’s Equal Employment Opportunity Rules” provided by Texas Association of Broadcasters.
 - November 30, 2010 – Unit management level personnel participated in TAB Webinar on EEO/FCC Rules provided by Texas Association of Broadcasters.
- **Community Involvement/participation included:**
 - Cub Scouts were given a tour of Unit stations on 5/8/10.
 - Cub Scouts were given a tour of Unit stations on 2/25/11.
 - The Unit participated in the EC Heritage Middle School Shadow Day, allowing an 8th grade student to visit the Unit’s offices and shadow an employee for the day on 10/27/10.
- **Career Expo/Job Fair Participation includes:**
 - Office Manager and Sales Manager, both station personnel who have substantial responsibility in the making of hiring decisions, attended Texas State Mass Comm Career Fair on 10/21/10.
- **Internship Program:** The established. The company continues promoting its Internship Program to several universities, including the University of Texas San Antonio, San Antonio College and the Incarnate Word University.
- **Continuing Professional Education and Training:** The Employment Unit has hosted training sessions for employees to gain new professional skills, increase professional knowledge and to advance professionally. These include:
 - Media Monitors Training with sales staff on a weekly basis for new employees
 - Arbitron Training with sales staff on a weekly basis for new employees
 - Emergency Alert Systems (EAS) Training with programming staff on 6/15/10
 - Website training for KTSA and Spanish programming and news staff on 12/8/10 and 12/10/10
 - EEO and Harassment Prevention Training on 3/2/11 with Lacey Gourley of Winstead PC at 512-370-2835.

The Employment Unit will continue to engage in additional recruitment and retention initiatives in order to comply with Section 73.2080(c) (2) of the Commission’s rules.