

EEO PUBLIC FILE REPORT
FOR BMP AU 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 KXBT (FM) – Leander, TX, KXXS (FM) – Dripping Springs, KXBT (FM) – Elgin, TX, KZNX (AM) – Austin, TX, KWNX (AM).

The Employment Unit's EEO contact representative is:

Laurie Jaramillo, Market Controller
 912 South Capital of Texas Hwy. Suite 400
 Austin, TX 78746

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

<u>Job Title</u>	<u>Recruitment Sources Used to Fill the Position</u>	<u>Recruitment Source That Referred the Hiree</u>
Production Director (position filled 03/22/10)	Texas Assn of Broadcasters – 4 All Access – 2 University of TX – 0 Huston Tillotson – 0 American Broadcasting School – 0 Hispanic Chamber of Commerce – 0 YWCA -0	Texas Assn of Broadcasters
Account Executive (position filled 04/26/10)	Texas Assn of Broadcasters – 1 KTXX, KXBT Radio Ad – 2 St Edwards – 0 Southwest TX University – 0 Texas Workforce Commission - 0 University of TX – 0 Huston Tillotson – 0 Employee referral – 2 “National Career Fairs” job fair - 4 Hispanic Chamber of Commerce – 0 YWCA -0 Other - 1	Radio Ad
Account Executive (position filled 05/03/10)	Texas Assn of Broadcasters – 1 KTXX, KXBT Radio Ad – 2 St Edwards – 0 Southwest TX University – 0 Texas Workforce Commission - 0 University of TX – 0 Huston Tillotson – 0 Employee referral – 2 Job fair - 4 Hispanic Chamber of Commerce – 0 YWCA -0	Employee Referral

	Other - 1	
Marketing Director (position filled 05/13/10)	Texas Assn of Broadcasters – 13 Texas Workforce Commission – 5 Employee referral – 4 Border Media Website - 1 Unknown - 1	Employee Referral
Production Director (position filled 05/17/10)	Texas Assn of Broadcasters – 1 All Access - 2 Employee Referral - 2	Texas Assn of Broadcasters
Director of Sales (position filled 07/08/10)	Texas Assn of Broadcasters – 1 Employee Referral - 4	Employee Referral
Chief Engineer (position filled 07/19/10)	San Antonio Colleges and Universities Career Centers Association – 0 All Access -0 Texas Assn of Broadcasters – 4 Employee Referral – 2 Society of Broadcast Engineers - 1	Texas Assn of Broadcasters
Account Executive (position filled 08/09/10)	Texas Assn of Broadcasters – 0 KTXX, KXBT Radio Ad – 3 St Edwards – 0 University of TX – 0 Huston Tillotson – 0 Internal referral – 8 YWCA -0 American Broadcasting School - 0	Employee Referral
Account Executive (position filled 08/09/10)	Texas Assn of Broadcasters – 0 KTXX, KXBT Radio Ad – 3 St Edwards – 0 University of TX – 0 Huston Tillotson – 0 Employee referral – 8 YWCA -0 American Broadcasting School - 0	Employee Referral
Account Executive (position filled 08/09/10)	Texas Assn of Broadcasters – 0 KTXX, KXBT Radio Ad – 3 St Edwards – 0 University of TX – 0 Huston Tillotson – 0 Employee referral – 8 YWCA -0 American Broadcasting School - 0	Employee Referral
Account Executive (position filled 09/01/10)	Employee acquired through a merger	N/A
Account Executive (position filled 09/20/10)	Texas Assn of Broadcasters – 0 KTXX, KXBT Radio Ad – 3 St Edwards – 0 University of TX – 0 Huston Tillotson – 0 Employee referral – 8 YWCA -0 American Broadcasting School - 0	Walk in/internal
Account Executive (position filled 09/27/10)	Texas Assn of Broadcasters – 10 Employee referral – 3	Employee Referral

	“National Career Fairs” job fair - 3	
Account Executive (position filled 10/04/10)	Texas Assn of Broadcasters – 10 Employee referral – 3 “National Career Fairs” job fair - 3	National Career Fair
Account Executive (position filled 10/04/10)	Texas Assn of Broadcasters – 10 Employee referral – 3 “National Career Fairs” job fair - 3	Texas Assn of Broadcasters
Traffic Director (position filled 11/02/10)	Texas Assn of Broadcasters – 10	Texas Assn of Broadcasters
Account Executive (position filled 11/15/10)	Texas Assn of Broadcasters – 10 Employee referral – 3 “National Career Fairs” job fair - 3	Employee Referral
Account Executive (position filled 01/24/11)	Texas Assn of Broadcasters – 10 Employee referral – 3 “National Career Fairs” job fair – 1	Employee Referral
Account Executive (position filled 01/31/11)	Texas Assn of Broadcasters – 10 Employee referral – 3 “National Career Fairs” job fair – 1	Texas Assn of Broadcasters
Business Traffic Assistant (position filled 2/04/11)	Texas Assn of Broadcasters – 2 Austin Area Urban League– 0 St Edwards – 1 Southwest TX University – 1 Texas Workforce Commission - 0 “National Career Fairs” job fair – 0 Huston Tillotson – 0 Hispanic Chamber of Commerce – 0 YWCA - 0 Austin Community College - 1	Texas Assn of Broadcasters
Promotions Manager (position filled 03/01/11)	Texas Assn of Broadcasters – 9 Austin Area Urban League– 0 Southwest TX University – 0 Texas Workforce Commission - 0 Hispanic Chamber of Commerce – 0 Job Counselors of Austin - 0 Austin Community College – 0 Internal Applicant - 3	Internal promotion PT to FT

Total number of interviewees – 230

Interviewees referred by recruitment sources:

Texas Assn of Broadcasters – 106
All Access – 4
University of TX – 0
Huston Tillotson – 0
American Broadcasting School – 0
Hispanic Chamber of Commerce – 0
YWCA - 0
KTXS, KXBT Radio Ad – 16
St Edwards – 1
Employee referral – 66
Southwest TX University – 1
Texas Workforce Commission - 5
“National Career Fairs” job fair – 22
Other – 2

Border Media Website - 1
 Unknown - 1
 Society of Broadcast Engineers - 1
 Austin Area Urban League – 0
 Austin Community College – 1
 Job Counselors of Austin - 0
 Internal Applicant – 3
 San Antonio Colleges and Universities Career Centers Association – 0

No organizations have requested notice of vacancies at the Employment Unit pursuant to the FCC's rules. Organizations wishing to receive notice may contact Laurie Jaramillo at the address listed above.

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

No.	Source	Contact	Address	Telephone
1	Station on air advertising (KHHL, KXXS, KFON, KXBT)	Ben Rippy	912 S Capital of Tx Hwy Austin, TX 78746	(512) 416-1100
2	Employee Referrals/Industry Referrals	Rosie Luna	8750 N. Central Expy Ste 650 Dallas, TX 75231	(214) 692-2000
3	Texas Association of Broadcasters (TAB)	Craig Bean	502 E. 11 th Street Austin, TX 78701	(512) 322-9944
4	Allaccess.com	Matt Parvis	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	(310) 457-6616
5	National Career Fairs	Peggy Hillman	1776 W Horizon Ridge Pkwy Henderson, NV 89012	(702) 818-8896
6	Greater Austin Hispanic Chamber of Commerce	Andy Martinez	2800 S. IH 35 Ste 260 Austin, TX 78704	(512) 476-7502
7	Huston Tillotson 900 Chico Street Austin, TX 78702	Joy King	900 Chico Street Austin, TX 78702	(512) 505-3015
8	YWCA	Cindy	55 N IH 35 Austin, TX 78702	(512) 326-1222
9	St Edwards University	Career Planning	3001 S. Congress Ave Austin, TX 78704	(512) 448-8400
10	University of Texas – Communications	Robert Vega	UT CMA 3104 Austin, TX 78712	(512) 471-9421
11	University of Texas – Business College	Job Line	2100 Speedway CBA 2.116 Austin, TX 78712	(512) 471-7748
12	Austin Area Urban League	Career Services	1825 E 38 th Street Austin, TX 78722	(512) 478-7176
13	Southwest Texas University	Career Services	601 University Drive San Marcos, TX 78666	(512) 245-2111

14	Texas Workforce Commission	Chris Gamez	PO Box 9348 Austin, TX 78766	(512) 832-9116
15	American Broadcasting School	Ian Miller	712 N. Watson Rd Ste 200 Arlington, TX 76011	(817) 695-2474
16	Austin Community College	Career Services	7748 Hwy 290W Austin, TX 78736	(512) 233-8111
17	San Antonio Colleges and Universities Career Centers Association	Yvonne Jones	One UTSA Circle San Antonio, TX 78249	(210) 458-4109

The Employment Unit has participated in the following recruitment and retention initiatives:

- Internship Program
2010-2011 (ongoing) - Participation and promotion of the Border Media Internship Program. Six student interns participated in the Austin program during the 2010-2011 year. The internships were over a course semester and the students received course credit. The promotion of the internship availability is made directly with the participating universities (University of Texas, Texas State University, and Huston Tillotson). The interns received hands on experience with the programming, sales, promotions, and business departments.
- Sales Training
During the time frame covered by this report, the unit provided sales training sessions designed to enable station personnel to acquire skills that could qualify them for higher level positions.
- Internal Training
During the time frame covered by this report, the unit provided weekly training to Account Executives by Management to develop and enhance sales techniques (prospecting, appointment setting, presentations, closing, recruitment, event selling, digital sales) designed to enable account executives to acquire skills that could qualify them for higher level positions.
- Internship / Career Fair
May 2010 – Participation in National Career Fairs job fair at the Embassy Suites Austin, TX. The job fair was promoted through commercials on the Austin radio stations as well as other local media. It was attended by personnel with substantial responsibility in the making of hiring decisions. The job fair provided the company an opportunity to locate people interested in employment and internships at the local radio stations.
September 2010 – Participation in National Career Fairs job fair at the Embassy Suites Austin, TX. The job fair was promoted through commercials on the Austin radio stations as well as other local media. It was attended by personnel with substantial responsibility in the making of hiring decisions. The job fair provided the company an opportunity to locate people interested in employment and internships at the local radio stations.
March 2011 – Participation in National Career Fairs job fair at the Embassy Suites Austin, TX. The job fair was promoted through commercials on the Austin radio stations as well as other local media. It was attended by personnel with substantial

responsibility in the making of hiring decisions. The job fair provided the company an opportunity to locate people interested in employment and internships at the local radio stations.

- Border Media Manager EEO Training

November 2010 – Management-level personnel training as to methods of ensuring equal employment opportunity and preventing discrimination.

- Border Media Staff Training

February 2011 – All staff members, including management-level personnel, participated in on-site sexual harassment training. Manager sessions included fair practices and non-discrimination.

BMP Austin 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.