

Annual EEO Public File Report

KDXX-FM, KESS-FM, KFLC-AM, KFZO-FM, KLNO-FM

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KDXX-FM, KESS-FM, KFLC-AM, KFZO-FM, and KLNO-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2010 to and including March 31, 2011 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2010 to March 31, 2011

Station(s) Comprising Station Employment Unit: KDXX-FM, KESS-FM, KFLC-AM, KFZO-FM, and KLNO-FM

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Account Executive	Internal Applicant
2	Account Executive	Industry Referral
3	Account Executive	Employee Referral
4	Account Coordinator	Corestaff
5	On-Air Personality	Employee Referral
6	On-Air Personality	Employee Referral
7	Retail Direct Sales Manager	Internal Applicant
8	Account Coordinator	Internal Applicant
9	Receptionist	Internal Applicant

Total Number of Persons Interviewed During Applicable Period: 39

Appendix 2 to

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Covering the Period from April 1, 2010 to March 31, 2011

Station(s) Comprising Station Employment Unit: KDXX-FM, KESS-FM, KFLC-AM, KFZO-FM, and KLNO-FM

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Fax : 1--- Bradon Owens	0	1-9
2	Advancing Women P.O. Box 6642 San Antonio, Texas 78209 Phone : 210.822.1103 Fax : 210.821.5119 Gretchen Glasscock	0	1
3	African American Student Af fairs 1107 Pullen Hall Raleigh, North Carolina 2769 5-7314 Phone : (919) 515-3835 Fax : 1-919-515-8078 Tracey Ray	0	1
4	Alliance of Dallas Educators 4144 N. Central Expressway Dallas, Texas 75204 Phone : (214) 823-4855 Fax : (214) 823-1226 Harley Hiscox	0	1
5	Amarillo Hispanic Chamber o f Commerce P. O. Box 1861 Amarillo, Texas 79105 Phone : 806-379-8800 Fax : 806-376-7873 Marie Maestas	0	1
6	Amarillo Technical Center P. O. Box 11197 Amarillo, Texas 79111 Phone : 806-335- 2316 ext 245 Fax : 806-335-3411 Lewis Griffith	0	1

7	Angelina College 1001 Birdwell Lane Big Spring, Texas 79720 Phone : 432-264-5100 Fax : 432-264-5026 Rhonda Kernick	0	1-6
8	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	0	1-9
9	Asian Women In Business 358 5th Avenue, Suite 504 New York, New York 10001 Phone : 212-868-1368 Fax : 212- 868-1373 Bonnie Wong	0	1
10	CA Chicano News Media Ass oc 727 W. 27th Street Los Angeles, California 9000 7 Phone : NA Fax : 213-744-1809 EEO Officer	0	1
11	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	0	1-7, 9
12	Careerbuilder.com	7	4-6
13	Careerbuilder Internal site	0	7
14	Cisco Junior College 717 E. Industrial Blvd. Abilene, Texas 79602 Phone : 325-794-4464 Fax : Terri Russell	0	1-8
15	College of the Mainland 1200 Amburn Road Texas City, Texas 77591 Phone : 409-938- 1211 ext. 255 Fax : 409-938-1621 Eugene Connors	0	1
16	*Colombia College of Chicag o 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312-344-7281 Fax : 1-312-344-8020 Matthew Green	0	1-9
17	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Fax : 1--- Leslie Brunson	0	1-6

18	Corestaff Vanessa Anglada 12720 Hillcrest Road Dallas, Texas 75230 972-980-1806 Vanessa.anglada@corestaff.com	5	4
19	Daily Sentinel Nacogdoches, Texas 75963 Fax 936-560-4267 Kaye	0	2-9
20	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	0	1-4, 7-9
21	DFW Association of Black Communicators PRIMEDIA Workplace Learning Carrollton, Texas 75007 Phone : 972-309-4322 Fax : 972-309-5011 Eva Coleman	0	1, 8
22	DSU Training Institute, Inc. 800 Webster, Ste. 700 Houston, Texas 77002 Phone : 713-658-8883 Fax : 713-658-0200 Robert Harris	0	1, 4
23	Edelen Communications 807 Brazos, Ste. 406 Austin, Texas 78701 Phone : 512-480-9641 Fax : 512-480-9649 Michael Edelen	0	1
24	Emma L. Bowen Foundation for Minority Interests 1299 Pennsylvania Ave. NW, 11th Floor Washington, District of Columbia 20004 Phone : 202-637-4494 Fax : 202-637-4495 EEO Officer	0	1
25	Employee Referral from internal posting	9	1-3, 5-6
26	Employment Outreach Project 901 E. Street, N W Washington, District of Columbia Phone : (202) 879-9789 Fax : (202) 783-1019 EEO Officer	0	1
27	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411	0	1-9

	Fax : 817-625-1405 Rosa Navejar		
28	Hill College 112 Lamar Dr. Hillsboro, Texas 76645 Phone : NA Fax : 817-582-2555 William Auvenshine	0	1-4
29	Hispanic Link News Service, Inc. 1420 N. St., N W Washington, District of Columbia 20005 Phone : (202) 234-0280 Fax : (202) 234-4090 EEO Officer	0	1
30	Hispanic Magazine 1406 Camp Craft Rd, Austin, Texas 78701 Phone : 512-476-5599 Fax : 512-320-1942 Sam	0	1
31	Houston Minority Business Development Center 4801 Woodway, Suite 210 Houston, Texas 77056 Phone : 713-644-0821 Fax : 713-644-3523 EEO Officer	0	1-4, 7-9
32	Houston NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Fax : 713-630-2699 EEO Officer	0	1-9
33	Huston-Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3046 Fax : 512-505-3190 EEO Officer	0	1-4, 7-9
34	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	0	1-9
35	Industry Referral	2	1-3
36	Internal Applicant from internal posting	11	1, 4-9
37	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	0	1
38	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282	0	1-9

	Comelita Williams		
39	Job Corps Center 11155 Gateway West El Paso, Texas 79935 Phone : 915-594-0022 Fax : 915-591-0166 Paco Sanchez	0	1-9
40	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Fax : 713-672-4129 Martha Bravo	0	1-9
41	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	0	1-9
42	McMurry College McMurry Station, P.O. Box 9 68 Abilene, Texas 79697 Phone : 915-691-6441 Fax : 915-691-6599 Lecia Hughes	0	1
43	Midland Hispanic Chamber of Commerce P. O. Box 11134 Midland, Texas 79702 Phone : 915-682-2960 Fax : 915-687-3972 Charlene Wurtz	0	1
44	Minority Broadcast Academy 5511 Woodland Avenue Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Fax : 1-816-822-8002 M. C. Richardson	0	1
45	MLK Community Center 2720 Sampson Houston, Texas 77004 Phone : 713-659-7704 Fax : 713-659-4672 Madgelean Bush	0	1
46	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	0	1-9
47	N A B 1771 N Street, N W Washington, District of Columbia 20005 Phone : 202-429-5497 Fax : 202-429-5343 Hatim Hamer	0	1
48	National Association of Black Accountants 7249-A Hanover Parkway	0	1

	Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer		
49	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Fax : 404-523-5467 EEO Officer	0	1
50	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, Maryland 20783 Phone : 301-445-7100 Fax : 301-445-7101 EEO Officer	0	1
51	National Association of Broa dcasters 1771 N Street, N W Washington, District of Colu mbia 20036 Phone : (202) 429-5498 Fax : (202) 721-8776 Karen Hunter	0	1
52	National Association of Hisp anic Journalists 1000 National Press Bldg. Washington, District of Colu mbia Phone : 202-662-7145 Fax : 202-662-7144 EEO Officer	0	1
53	National Association of Mino rity Media Executives 1921 Gallows Road, Suite 60 0 Vienna, Virginia 22182 Phone : 703-893-2410 Fax : 703-893-2414 EEO Officer	0	1
54	National Associaton of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 Fax : (708) 848-6008 EEO Officer	0	1
55	National Black MBA Associati on 180 N. Michigan Avenue Chicago, Illinois 60601 Phone : (312) 236-2622 Fax : (312) 236-4131 Job Referral	0	1
56	National Lesbian and Gay Jo urnalists Association 1420 K Street NW, Suite 910 Washington, District of Colu mbia 20005 Phone : 202-588-9888	0	1

	Fax : Brian Salkin		
57	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	0	1
58	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Fax : (703) 683-5312 EEO Officer	0	1
59	Native American Journalists Association 1433 E. Franklin Ave., Ste. 11 Minneapolis, Minnesota 55404 Phone : 612-874-8833 Fax : 1--- Cindy St.	0	1
60	Native American Journalists Association 3359 36 th Street Minneapolis, Minnesota 55404 612-874-8833 Manual Posting, Cindy St.	0	2-9
61	North Harris College 2700 W. W. Thorne Dr. Houston, Texas Phone : 713-443-JOBS Fax : 713-443-LIST Luciano Salinas	0	1
62	North Texas Women's Business Development Center 1402 Corinth St. Suite 1536 Dallas, Texas 75215 Phone : 214-428-1177 Fax : 214-428-4633 Cindy Alvarado	0	1
63	*Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Valley View , Ohio 44125 Phone : 216-447-9117 Fax : Gary James	0	1-9
64	OnAirJobs.com, Inc. PO Box 541157 Houston, Texas 77254 todd@onairjobs.com Fax 801-697-6657 Todd Nelson	0	2-9
65	Organization of Chinese Americans 1001 Connecticut Avenue, N.W. Ste. 707 Washington, District of Colu	0	1

	mbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer		
66	Our Texas Magazine 103 N. Willomet Dallas, Texas 75208 Phone : 214-946-5315 Fax : 214-943-4858 General Berry	0	1
67	PageNet 4965 Preston Park Blvd., Ste . 600 Plano, Texas 75093 Phone : 972-985-4100 Fax : 1-972-985-6740 EEO Officer	0	1
68	Panola College 1109 W. Panola St. Carthage, Texas 75633 Phone : 903-693-2011 Fax : 903-693-5588 Suzan Bailey	0	1-4, 7-9
69	Paul Quinn College 3837 Simpson Steward Rd Dallas, Texas 75241 Phone : 214-376-1000 Fax : 214-302-3581 Bonnie Warren	0	1
70	San Marcos Hispanic Chamb er of Commerce P. O. Box 1051 San Marcos, Texas 78667 Phone : 512-353-1103 Fax : 512-392-1484 Adriana Serna	0	1
71	SER Jobs for Progress 3615 Culebra Ave. San Antonio, Texas 78228 Phone : 210-434-9491 Fax : 210-433-4347 Fred Adams	0	1
72	Service Employment Redeve lopment Jobs 100 Decker Drive, Ste. 200 Irving, Texas 75062 Phone : 214-541-0616 Fax : 214-650-1860 Gloria	0	1
73	SouthFair Community Devel opment 2821 S. Boulevard Dallas, Texas 75215 Phone : (214) 421-1363 Fax : (214) 421-1264 Hank Lawson	0	1
74	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231	0	1-9

	Roger Young		
75	Texarkana College / Placement Director 2500 N. Robinson Road Texarkana, Texas 75599 903-838-4541 Fax 903-832-5030 Georgia McFall	0	2-9
76	Texarkana Workforce Center Employment Director PO Box 241 Texarkana, TX 75504 903-794-4163 Fax 903-792-2976 James Ashford	0	2-9
77	Texas A & M Univ. - Kingsville Campus Box 106 Kingsville, Texas 78363 Phone : 512-593-2216 Fax : 512-595-2214 Susan Dollar	0	1
78	Texas A & M University - Corpus Christi 6300 Ocean Dr. Corpus Christi, Texas 78412 Phone : 512-994-2629 Fax : 512-994-5729 Peter Schmidt	0	1
79	Texas A&M University- Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	0	1
80	Texas Asian Chamber of Co mmerce 8222 Jamestown Dr. Blg A1 13 Austin, Texas 78758 Phone : 512-420-8777 Fax : 512-339-4600 Clyde Prestwood	0	1
81	Texas Association of Broadc asters 502 East 11th Street Suite 2 00 Austin, Texas 78701 Phone : 512-322-9944 Fax : 1-512-322-0522 Craig Bean	3	2-9
82	Texas Christian University P. O. Box 32930 Fort Worth, Texas 76129 Phone : 817-921-7425 Fax : 817-921-7133 Anantha Babbili	0	1
83	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311	0	1-9

	Fax : 1-903-592-2342 Gloria Hackney		
84	Texas Southern University Dept. of Comm., 3100 Cleburne St. Houston, Texas 77004 Phone : 713-527-7749 Fax : 713-527-7258 Serbino Sandifer-Walker	0	1, 4
85	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	0	1-9
86	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	0	1-9
87	The Art Institute of Houston 1900 Yorktown Street Houston, Texas 77056 Manual Posting Meghan Stroik	0	2-8
88	The Foundation for Minority Interests in Media, Inc. 825 7th Ave. New York, New York 10019 Phone : (212) 456-1992 Fax : (212) 456-1997 Shiemicka Richardson	0	1
89	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	0	1-4, 7-9
90	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 216-447-9117 216-642-9232 Gary James	0	2-9
91	TX Assn of African American Chambers of Commerce 3607 E. Rosedale Fort Worth, Texas 76105 Phone : 817-531-8510 Fax : 817-534-9274 Devoid Jennings	0	1
92	University of Arkansas, Fayetteville Planning and Placement Fayetteville, AR 72701 479-575-2000 Fax 479-575-2550 Placement Director	0	2-9

93	University of Mary Hardin-Baylor U M H B Station Box 8415 Belton, Texas 76513 Phone : 817-939-4691 Fax : 817-939-4535 Jerry Bawcom	0	1
94	*University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Fax : 1-940-369-7838 Alan Albarran	0	1-9
95	University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 512-471-9421 Monica Choi	0	1-6
96	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	0	1-9
97	Univision website	1	5-6
98	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	0	1-9
99	Victoria College 2200 E. Red River Victoria, Texas 77901 Phone : 512-572-6403 Fax : 512-572-3850 Roy Goldman	0	1
100	Victoria Hispanic Chamber of Commerce P. O. Box 5002 Victoria, Texas 77903 Phone : 512-578-7434 Fax : 512-578-7489 Arnold Davis	0	1
101	Walk in	1	2-3
102	West Texas A & M University W T A M U Box 747 Canyon, Texas 79016 Phone : 806-656-2412 Fax : 806-656-2818 Leigh Browning	0	1
103	West Texas A&M University W T A M U Box 747 Canyon, Texas 79016 Phone : 806-656-2412 Fax : 806-656-2818 RuNell Coons	0	1
104	Western Texas College 6200 College Ave	0	1

	Snyder, Texas 79549 Phone : 915-573-8511 ext 200 Fax : 915-573-9321 Bettie McQueen		
105	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-927-3232 Fax : Eva Harris Vickerstaff	0	1
106	www.clearcareers.com 200 East Basse Road San Antonio, Texas 78209 210-822-2828 Mary Kerr	0	2-4, 7

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2010 to March 31, 2011

Station(s) Comprising Station Employment Unit: KDXX-FM, KESS-FM, KFLC-AM, KFZO-FM, and KLNO-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KDXX-FM, KESS-FM, KFLC-AM, KFZO-FM, and KLNO-FM

1. On April 23, 2010, Danny Luna, On-Air Personality on 107.9 La Kalle, visited with 4th and 5th grade classes during Career Day at Ascher Silverstein Elementary School. Danny talked to the students about the various careers in radio and TV and the proper majors to choose in college to pursue careers in broadcasting.
2. On April 23, 2010, Cub Scout Troup 718 visited our studios to learn more about broadcasting and radio. They learned what equipment in the studios is used for and how to record a commercial. They learned about selling airtime and radio as a business.
3. On April 30, 2010, a troop of Boy Scouts toured the station to learn about radio and broadcasting. They learned about the equipment used, antenna signals, and also about the business side of radio.
4. On May 6, 2010, Javier Casanova, On-Air Personality on 107.9 La Kalle, spoke to various classes at W.E. Greiner Middle School College and Career Day about his start in radio and broadcasting and about the various career choices in broadcasting. He talked about his start in radio and his love of his career choice. He spoke about typical majors in college for broadcasting careers and encouraged students to follow their dreams.
5. On August 20, 2010, three groups of 20 girls from Girls, Inc. aged 6-12 visited our studios to learn about radio and broadcasting. They toured each studio and were able to learn about the equipment in the studio, record a promo, speak on the air, as well as learn about the business side of radio.
6. On March 10, 2011, a seminar and training session for supervisors and managers about basic employment practices and EEO guidelines, led by Univision Human Resources Regional Director, Joe Arambula, was held at Univision Radio's Dallas market offices. Attendees to this meeting were all supervisors, managers, and department heads for the stations that have hiring capabilities. The session provided training to management level personnel responsible for ensuring the station's compliance to the FCC's EEO rules regarding methods of ensuring equal employment opportunities and preventing discrimination. Other management topics were also addressed.

7. On March 26, 2011, the stations hosted an annual Spring Job Fair at Irving Mall in Irving, Texas. This event was a job and career fair which included information about employment opportunities available to the Dallas/Fort Worth metroplex from various companies. In addition to sponsoring the job fair, we also participated in the event with a booth. Various hiring managers and department heads were present at the booth from time to time through the day to speak with applicants about broadcasting and open positions within our radio station. We had information sheets accessible to the public containing information about Univision Radio, including HR contact information.
8. All job openings in this reporting period were submitted to one or more of the following job banks or newsletters for groups whose membership includes substantial participation of women and minorities, such as: Texas Association of Broadcasters, Native American Journalists Association, CA Chicano News Media Association, National Association of Black College Broadcasters, National Association of Black Journalists, National Association of Broadcasters, National Association of Hispanic Journalists, and National Association of Minority Media Executives.