

**WOAI(AM), WOAI-TV, KAJA(FM), KQXT-FM, KRPT(FM), KTKR(AM),
KXXM(FM) and Employees at KSJL(AM) & KPXL(TV)**

**EEO PUBLIC FILE REPORT
March 23, 2006-March 31, 2007**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
National Sales Assistant	1-7, 9-20, 30-31, 33, 35-40, 47	28
KXXM On-Air Host	1-7, 9-20, 30-31, 33, 35-40, 47	34
Commercial Traffic Manager	1-7, 9-20, 33, 35-40, 47	29
Marketing Director	1-7, 9-20, 30-33, 35-40, 47	32
Account Executive	1-7, 9-20, 30-33, 35-40, 42, 47	28
Account Executive	49	49
Account Executive	1-7, 9-20, 30-33, 35-40, 42, 47	29
Account Executive	1-7, 9-20, 30-33, 35-40, 42, 47	42
Account Executive	1-7, 9-20, 28, 30-33, 35-40, 42, 47	42
Account Executive	1-7, 9-20, 28, 30-33, 35-40, 42, 47	28
Account Executive	1-7, 9-20, 28, 30-33, 35-40, 42, 47	28
Account Executive	1-7, 9-20, 28, 30-33, 35-40, 42, 47	28
Commercial Traffic Manager	1-7, 9-20, 30-33, 35-40, 47	28
WOAI/KTKR Promotions Director	1-7, 9-20, 30-33, 35-41, 47	41
Ops Mgr./Program Director KQXT	1-7, 9-20, 30-33, 35-41, 47	41
Accounts Payable Clerk	1-7, 9-20, 30-33, 35-41, 47	41
Account Executive	51	51
Marketing Director	No Recruitment	NA
General Manager	1-23, 27, 31, 33, 35-40, 44-46, 56	41
Graphics Designer	1-9, 11-23, 27, 31, 33, 35-40, 44-46	28
Graphics Designer	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
Graphics Designer	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
Director of Sales	1-23, 27, 31, 33, 35-40, 44-46, 56	41
Local Sales Manager	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Internet Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Internet Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	48
Internet Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1

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**EEO PUBLIC FILE REPORT
March 22, 2006-March 31, 2007**

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
Sales Account Executive	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	28
New Media Sales Director	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Receptionist	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	3
Production Assistant	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Production Assistant	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Producer	1-9, 11-23, 27, 31, 33, 35-40, 44-46, 56	1
Reporter	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	25
Reporter	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	25
Reporter	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	28
Photographer	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	25
Photographer	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	25
Sports Producer/Photographer	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	3
Executive Producer / SA Living Show	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	28
Assignments Desk Editor	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	41
Editor	1-9, 11-25, 27, 31, 33, 35-40, 43-46, 56	28

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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 12-month period
1	SEU Station Websites (one or more of the following: www.woai.com, www.kj97.com, www.softrock1019.com, www.ksjl.com, www.hot925.com, www.mix961.com)	Y	37
2	TEXAS ASSOCIATION OF BROADCASTERS WEBSITE – www.tab.org / 5-2 East 11th Street, Suite 200 Austin, TX 78701 / 512-322-9944 / Craig Bean	Y	4
3	CLEAR CHANNEL WORLDWIDE Job Bank ClearCareers.com 200 Basse Road, San Antonio TX / 210-822-2828	Y	14
4	National Association of Hispanic Journalists NAHJ Job Bank, 1000 National Press Building, Washington DC 20045 / jobbank@nahj.org / 202-662-7145	Y	2
5	Alamo City Chamber of Commerce 504 South Alamo, San Antonio, TX 78205 210-226-9055	N	
6	Alamo Community College District lortega@accd.edu 811 W. Houston St., San Antonio, TX 78207-3303 Fax: 208-8077 / Lidia Ortega Phone: 210-220-1500	N	
7	NAACP – San Antonio Branch, Job Bank sanaacp@satx.rr.com P.O. Box 200225, San Antonio, TX 78220 Clay Burris / 210-224-7636	Y	
8	Bexar County Opportunities Industrialization Center 1122 WW White Road San Antonio, TX 78220 Andy Sedillo / 210-333-8389	N ²	
9	University of the Incarnate Word kuwamoto@universe.uiwtx.edu 4301 Broadway San Antonio, TX 78209 Job Placement Office, Connie Kuwamoto / 210-829-6000	Y	
10	Texas A & M University 600 Hemisfair Plaza Way Bldg 277, San Antonio, TX 78205 Job Placement Office / 210-208-9300	N	
11	St. Phillips College 1801 Martin Luther King Drive, San Antonio, TX 78203-2098 Career Services / 210-531-3397	Y	
12	St. Mary's University ngaier@stmarytx.edu One Camino Santa Maria, San Antonio, TX 78228 Career Services / 210-436-3066	Y	
13	Mexican American Unity Council rlance@mauc.org 2300 West Commerce Suite 200, San Antonio, TX 78207 210-978-0500	N	
14	Career Resources Center at Palo Alto College 1400 Villaret San Antonio, TX 78224 / 210-921-5114	Y	
15	Our Lady of the Lake University careers@lake.ollusa.edu 411 S.W. 24th Street, San Antonio, TX 78207 / 210-434-6711	Y	
16	Texas Lutheran University careers@tlu.edu 1000 West Court Street Seguin, TX 78155 / 830-372-8000	Y	
17	United Negro College Fund P.O. Box 1865 San Antonio, TX 78297-1865 / 210-224-1674	N	

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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 12-month period
18	The University of Texas at Austin – George Sylvie College of Communication, School of Journalism Austin, TX 78712 / 512-471-1783 / G.SYLVIE@MAIL.UTEX.EDU	Y	
19	UTSA University of Texas at San Antonio / Career Services 6900 W Loop 1604 San Antonio, TX 78249 / 210-458-4589 careerservices@utsa.edu	Y	
20	San Antonio College, Job Placement office 1300 San Pedro San Antonio, TX 78212 / 210-733-2000	Y	
21	American GI Forum Mary Lou Cantu 611 N Flores, San Antonio TX 78205	Y ²	
22	American Sportscasters Association, Inc. 225 Broadway suite 2030, New York NY /212-227-8080 Louis O Schwartz, Lschwa8918@aol.com	Y ²	
23	Venturion Research 7550 IH 10W 1075, San Antonio TX 78229 210-384-8044 / research@venturion.net	N ²	
24	Tvnewz.com	N ²	16
25	Tvjobs.com	N ²	24
26	Express News Newspaper / Classified Ads PO Box 2171 San Antonio TX 78297 210-250-2345 fax 210-250-2360	N	
27	WOAI-TV Internal Bulletin Board Posting 1031 Navarro, San Antonio TX 78205 / 210-226-4444	N ²	
28	Word of Mouth/Employee/Consultants-Agents	N	64
29	Non-specific web site indicated ¹ /No source cited	N	5
30	Radio Online; Jobs@radio-online.com	N ³	
31	American Women in Radio/TV Job Bank www.awrtsa.org Attn: January Salgado jsalgado@gdc-co.com 210-242-7433/fax: 210-242-7486	Y	
32	M STREET Daily (Inside Radio) Classified ads P. O. Box 442, Littleton, NH 03501 1-800-640-8852	N ³	1
33	Association for Women in Communications Job Bank, www.wicsa.org, San Antonio Chapter margarita@nerone.org P. O. Box 780382, San Antonio, TX 78278	N	1

¹ This category represents interviewees who did not identify the specific website source upon inquiry or listed no source for recruitment..

² Indicates resources for TV Recruitment Only. Radio did not use recruitment source.

³ Indicates resources for Radio Recruitment only. TV did not use recruitment source.

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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 12-month period
34	All Access Music Group, www.allaccess.com, 28955 Pacific Coast Highway, 210-5 Malibu, CA 90265; 310-457-6616	N ³	4
35	Hispanic Chamber of Commerce 318 W. Houston, San Antonio, 78205	N	
36	Schreiner University, Attn: Cristina Martinez, cmartinez@schreiner.edu 2100 Memorial Blvd., Kerrville, TX 78028-5697, 830-792-7281,	Y	
37	Texas State University CS21@txstate.edu Attn: Josie Garrott, Assoc. Dir. 601 University Dr., San Marcos, TX 78666 512-245-2645/fax: 512-245-3993	Y	1
38	Hispanic Association of Colleges & Universities Attn: Gloria Webber 8415 Datapoint Dr., Suite 400 San Antonio, TX 78229	N	
39	African American Chamber of Commerce 1717 N. Loop 1604E San Antonio, TX 78232	N	
40	SA Women's Chamber of Commerce Attn: Phyliss Culbert 600 Hemisphere Plaza Way, 127 San Antonio, TX 78205	N	
41	Internal Promotion/Intracompany Transfer	N	5
42	SEU Radio Station Announcements	N ³	3
43	Medialine.com	N ²	18
44	NCOA, Veterans Employment Assistance Tony White, Job Board Manager twhite@ncoavea.org 1-800-662-2620 ext 288	N	
45	SnagAJob.com, Inc. Martha Samper msamper@snagajob.com 804-236-9934	N	5
46	American Broadcasting School michelle@radioschool.com Michelle McConnell, Job Placement Director 712 North Watson, Arlington, TX 76011 / 817-695-2474	N	
47	Trinity University, Becky Spurlock careerservices@trinity.edu 1 Trinity Place #78, San Antonio, TX 78212	Y ³	
48	TVandRadiojobs.com	N ³	
49	Clear Channel/Prime Time Newspaper Job Fair June 21, 2006, Live Oak Civic Center	N	
50	NCOA Job Fair - July 26, 2006, Live Oak Civic Center	N	
51	TAB Career Expo February 9, 2007, University of Texas-Austin Campus	N	
52	Primetime News papers 17400 Judson Rd., San Antonio, TX 78247 210-453-3300 (p) 210-736-5506 (f)	N ³	1
53	NCOA Job Fair - December 6, 2006, Live Oak Civic Center	N	
54	Communications Job & Internship Fair– October 25, 2006 University of Texas, Austin, Texas	N	
55	Communications Job & Internship Fair– March 12, 2007 University of Texas, Austin, Texas	N	
56	Texas Workforce Aida.garza@twc.state.tx.us 210-582-1822	N	
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			205

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III. RECRUITMENT INITIATIVES

<p>1 Participate in events sponsored by local organizations interested in broadcast employment issues</p>	<p>Sponsored a College/Recruitment Fair – October 22, 2006 - Radio Sponsored a College Fair for high school students and other individuals interested in college information including local area universities and colleges, internships, financial aide, scholarships. KXXM GSM, Mike Hall, manned a booth giving information and answering questions about careers in the broadcasting field including education need for various positions.</p> <p>Radio participated in the South Texas Black Business Expo on Saturday, February 24, 2007. Ken North , LSM for KSJL spoke briefly about careers in the radio industry and was on hand to answer questions from individuals interested in a career in broadcasting.</p> <p>WOAI TV’s Maclovio Perez, Meteorologist, hosted the San Antonio Association of Hispanic Journalists Meeting at WOAI TV Station on February 17, 2007.</p> <p>WOAI TV’s Investigative Reporter, Jaie Avila, spoke to the Stone Oak Rotary Club on March 22, 2007 in reference to investigative reporting.</p> <p><u>Presentations on the Media/Broadcasting Industry to Students interested in entering various fields of the industry.</u></p> <p>WOAI TV participated in the Careers in Media 2007, March 1, 2007 at San Antonio College. Demond Fernandez, Reporter, manned a booth giving information and answering questions about careers in the broadcasting field including education need for various positions. This event was sponsored by the San Antonio Media Alliance, a Chapter of American Women in Radio & Television.</p> <p>WOAI TV participated in Careers in Broadcasting - April 8, 2006 – sponsored by the Radio-TV-Film Department of San Antonio College. Maclovio Perez, Meteorologist, and Natalie Tejada, Reporter, manned a booth giving information and answering questions about careers in the broadcasting field including education need for various positions.</p> <p>WOAI TV participated in the Senior Career Conference, April 1, 2006 for St. Mary’s University seniors. Brian Collister, Investigative Reporter, manned a booth giving information and answering questions about careers in the broadcasting field including education need for various positions.</p> <p>WOAI TV’s Reporter, Natalie Tejada, spoke to college students at the Texas Intercollegiate Press Association’s Annual Convention - April 7, 2006 - in order to help them understand what TV journalism is really like, specific stories or segments, what the job entails and how to get into the career, etc.</p>
<p>2 Internship Programs</p>	<p><u>Radio Internships:</u> 4 Interns participated in the radio internship program from the following schools, colleges, or universities: UTSA, St. Mary’s University, Roosevelt High School, Trinity University, and the University of the Incarnate Word.</p> <p><u>Marketing and Promotions Department Interns (2 interns):</u> Marketing and promotions interns become fully integrated into the department. They learn all aspects of management of the promotions department, including inventory management, on site coordination, client recap and promotion writing. In addition, they receive vast knowledge of the station’s marketing programs through television, outdoor, internet, direct mail, and direct marketing.</p> <p><u>Programming Internships (1 interns):</u> assisted with live show, including work on the air, answering phones, producing bits, escorting guests in and out of the studio and helped with on location broadcast bits.</p> <p><u>Engineering Department (1 intern):</u> Interns follow Chief Engineer through various responsibilities including: Inspection of transmitters, minor repair work at transmitter, sites, observing control room operations, Audio Console and Technical operations, Various phases of IT work, some troubleshooting, installation of software, light maintenance.</p>

	<p>Television Internships: WOAI-TV College Interns:</p> <p>? Production (2) Spring Semester 2007 / (2) Fall - Summer Semesters 2006 College interns are exposed to all areas of the Production Department. They are initially trained as we would train a new production assistant.</p> <p>? News (8) Spring 2007 Semester / (26) Summer - Fall Semesters 2006 News interns have four areas in which they can learn and experience different avenues of a newscast: The Living Show / Troubleshooters / Sports / Weather. In addition, interns are encouraged to shadow other employees and cross-train on as many production positions as possible, starting with studio crew duties.</p> <p>WOAI-TV Intern-in-Training Program (1) Jan-Mar 2007 / (3) April-December 2006 The program is designed to help applicants (college-age or older) interested in the television industry to gain valuable experience. The paid trainee works no more than 15 hours a week. The first month of the Program is an orientation period. A member of the production staff will work with the trainee in familiarizing him/her with the way the station operates. The second month focuses on the production of the newscast. Working with both Production and News, the trainee learns the basics of what goes into producing and airing a live newscast. The third month enables the trainee to work in the area of the station that they feel interests them the most, with the approval of that Department Head.</p> <p>WOAI-Radio Intern-in-Training Program (1) May-August 2006 The program is designed to help applicants (college-age or older) interested in the radio industry to gain valuable experience. The paid trainee works no more than 15 hours a week. The first month of the Program is an orientation period. A member of the programming staff will work with the trainee in familiarizing him/her with the way the station operates. The second month focuses on the production of the local talk shows, newscasts, and traffic reports. Working with Programming, the trainee learns the basics of what goes into producing and airing a live radio broadcast. The third month enables the trainee to work in the area of the station that they feel interests them the most, with the approval of that Department Head.</p>
<p>3 Participate in job fairs</p>	<p>NCOA (Non-Commissioned Officers Association) Job Leader National Job Fair on July 26, 2006 at the Live Oak Civic Center, San Antonio, TX. Managers attending were Kim Schoellman-HR Director, Callie Hoch-Marketing Director, Stephanie Nelson-NTR Director, Mike Hall-KXXM GSM. Robert Dodd, Production Department Manager, of WOAI TV represented the TV station at this job fair.</p> <p>NCOA (Non-Commissioned Officers Association) Job Leader National Job Fair – December 2, 2006 at the Live Oak Civic Center, San Antonio Texas. David Walker, Local Sales Manager, and Tod Terry, New Media Sales Manager, represented WOAI TV at this job fair.</p> <p>Communication Job and Internship Fair – University of Texas at Austin – October 25, 2006 – Robert Dodd, Production Department Manager, and Tod Terry, New Media Sales Manager represented WOAI TV.</p> <p>TAB – University of Texas at Austin Career Expo on February 9, 2007 Managers attending were DOS Mike McDonald and LSM Stacy Beigel.</p> <p>Communication Job and Internship Fair – University of Texas at Austin – March 7, 2007 – Robert Dodd, Production Department Manager, represented WOAI TV.</p> <p>Job News Career Expo, March 26, 2007. Radio Managers attending include General Sales Managers and Local Sales Managers.</p>

4 Host Job Fair	<p>Clear Channel Radio San Antonio Recruitment Job Fair - Our stations hosted the Clear Channel Radio San Antonio Recruitment Job Fair on 2/27/06, inviting candidates interested in a career in broadcasting to our studios /offices for on-site interviews with sales managers. The event was advertised on the SEU websites and through radio ads on each of the 7 stations as well as invitations send to SEU recruitment sources.</p> <p>Co-Sponsored the Primetime/CCRSA Job Fair on 6/21/06 at the Live Oak Civic Center, San Antonio, Texas. Station participants included the Sales Managers from each station, HR Director, marketing Director, & Internet Sales Director.</p>
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