

**KFMX-FM, KQBR-FM, KKAM-AM, KZII-FM, KFYO-AM, KKCL-FM
 GAP BROADCASTING, LUBBOCK, LLC
 EEO PUBLIC FILE REPORT
 April 1,2009 -March 31, 2010**

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
DIGITAL MEDIA SPECIALIST	1-10, 13,15	3
TRAFFIC ASSISTANT	1-10, 12,15	12
RECEPTIONIST (PART TIME)	1-10, 15	4

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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	GAP Broadcasting, Lubbock, LLC-internal posting 4413 82 nd Street, Suite 300, Lubbock, TX 79424	NO	
2	GAP Broadcasting, Lubbock, LLC-external market posting Midland, Amarillo, Tyler, Lufkin, Abilene, Wichita Falls, Dallas, Lawton, Texarkana, Shreveport, Lake Charles	NO	6
3	GAP Broadcasting, Lubbock, LLC-Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 nd Street, Suite 300, Lubbock, TX 79424	NO	27
4	Lubbock Avalanche-Journal-employment ad	NO	17
5	Lubbockonline.com careerbuilder.com	NO	
6	Texas Tech University Recruiting center cpp@ttu.edu	NO	
7	Lubbock Christian University 5601 19 th Street, Lubbock TX 79407 Recruiting center	NO	
8	Wayland Baptist University 2002 W Loop 289, Lubbock TX 79407 Kent Brooks & recruiting center	NO	
9	National Association of Hispanic Journalists JOB BANK 1000 National Press Building Washington DC 20045 jobbank@nahj.org 202-662-7144 Fax	YES	
10	Rawls College Career Center Garrett Perkins ~ www.rawlscmc.ba.ttu.edu	NO	
11	Walk in	NO	23
12	Employee referrals	NO	9
13	Texas Association of Broadcasters (TAB)– www.tab.org 502 E. 11 th Street Suite #200, Austin, TX 78701 ph. 512-322-9944	NO	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Inside Promotion	NO	
15	Gap Broadcasting Online Virtual Job Fair	NO	5
16			
17			
			81

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	City of Lubbock Business Expo	Stations manned a booth at the Business Expo. All 6 Gap Stations were media sponsors of the event. Station Manager, Digital Manager, and Ops Manager were on hand to take applications and answer recruitment questions. 5/14/2009
2	Texas Tech University	General Manager spoke to an incoming class of Advertising students about the career opportunities in Radio and openings at Gap stations. 4/10/2009
3	Lubbock Cooper	A marketing class from Lubbock Cooper came for a station tour. The Operations Manager gave them a tour of the stations. He answered questions about on-air jobs and what being a jock entailed. 09/21/2009
4	South Plains Jr. College	General Manager spoke to students about careers in radio and gave applications out after the meeting. 10/21/2009
5	Station Intern Program	In the Fall of 09 the stations had 2 interns from Texas Tech University. The interns rotated thru all the stations assisting in programming. They received school credits for completing the internships.
6	Radio Station Online Virtual Job Fair	From April 2009 to the present, the radio stations have hosted an online job fair on all 6 station websites. We have recruited for various positions during the year.
7	Texas Tech University	General manager spoke to a class of Mass Communication students. He answered questions about opportunities for on-air and sales positions. 1/15/2010
8	Frenship High School	Marketing class from Frenship did a station tour. While they were here the General Manager talked to them about jobs in radio and answered questions about the stations. Students were allowed to cut demo tapes as part of their credit. 02/10/2010

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