

**KFMX-FM, KQBR(FM), KKAM(AM), KZII-FM, KFYO(AM), KKCL(FM)  
GAP BROADCASTING, LUBBOCK LICENSE, LLC  
EEO PUBLIC FILE REPORT  
April 1, 2008-March 31, 2009**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
PROGRAM DIRECTOR KZII	1,2,4,5,6,7,9, 14, 15	1
ACCOUNT EXECUTIVE	1,2,3,4,5,6,7,9, 14	4

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	GAP Broadcasting, Lubbock, LLC-internal posting 4413 82 <sup>nd</sup> Street, Suite 300, Lubbock, TX 79424	NO	1
2	GAP Broadcasting, Lubbock, LLC-external market posting  Midland, Amarillo, Tyler, Lufkin, Abilene, Wichita Falls, Dallas, Lawton, Texarkana, Shreveport, Lake Charles	NO	
3	GAP Broadcasting, Lubbock, LLC-Radio Ads KFMX, KQBR, KKAM, KZII, KFYO, KKCL 4413 82 <sup>nd</sup> Street, Suite 300, Lubbock, TX 79424	NO	3
4	Lubbock Avalanche-Journal-employment ad 710 Ave. J Lubbock TX. 806-762-3333	NO	1
5	Lubbockonline.com	NO	
6	Texas Tech University Recruiting center <a href="mailto:cpp@ttu.edu">cpp@ttu.edu</a>	NO	
7	Lubbock Christian University 5601 19 <sup>th</sup> 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 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> 202-662-7144 Fax	YES	
10	Rawls College Career Center Garrett Perkins ~ <a href="http://www.rawlscmc.ba.ttu.edu">www.rawlscmc.ba.ttu.edu</a>	NO	
11	Inside Radio	NO	
12	Employee referrals	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
13	Texas Association of Broadcasters (TAB)– <a href="http://www.tab.org">www.tab.org</a> 502 E. 11 <sup>th</sup> Street Suite #200, Austin, TX 78701 ph. 512-322-9944	NO	
14	Careerbuilder.com	NO	
15	Internal Promotion	NO	1
16	Walk-In	NO	
17	All Access.com	NO	
<b>TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES:</b>			6

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Texas Tech University	Sales Manager spoke to an advertising class about careers in the radio industry. He also described opportunities in the industry other than being on-air. 5/2/08
<b>2</b>	City of Lubbock Business Expo	Stations manned a booth at the Expo. The GAP stations were media sponsors of the event.  Station personnel handed out applications and answered questions about careers in radio. Station General Manager, Sales Manager and Programming Directors attended. 5/14/08
<b>3</b>	Texas Tech University	General Manager spoke to group of in-coming Advertising students about Radio. Handed out information and answered questions. 10/08/08
<b>4</b>	South Plains Jr. College	General Manager and Sales Manager spoke to students about radio careers, answered questions and handed out material. 10/09/08
<b>5</b>	National Assn. of Hispanic Journalists	Our stations participated in the National Association of Hispanic Journalists online job bank in 2008.
<b>6</b>	Lubbock Monterey High School	Marketing class from Lubbock Monterey High School did a station tour in Dec, 08. While here they spoke to the Operations Manager about careers on air in the radio industry. They were allowed to cut demo tapes as part of their school credit.