



**GAP Broadcasting Lufkin License, LLC**  
**KYKS(FM), KAFX-FM, KTBQ(FM), KSFA(AM) & KVLL-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2008-March 31, 2009**

**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	Lufkin Daily News P.O. Box 1089 Lufkin Texas, 75902 Ph: (936) 632-6631 Tim Hobbs	N	0
2	Nacogdoches Daily Sentinel P.O. Box 630068 Nacogdoches Texas, 75963 Ph: (936) 564-8361 Karla Deluca	N	0
3	Express Personal Services Lufkin, Texas 210-C Timberland Dr. Lufkin, Texas 75901 Ph: (936) 632-1171 Debbie King	N	0
4	Express Personal Services Nacogdoches, Texas 829 N. University Nacogdoches, Texas 75961 Ph: (936) 560-1810 Rhonda Williams	N	0
5	Work Force Solutions-Deep East Texas 1318 South John Redditt Suite C Lufkin, Texas 75904 Ph: (936)639-8898 Charlene Meadows	N	0

<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>
6	Angelina County Chamber of Commerce P.O. Box 1606 Lufkin Texas 75901 Ph: 634-6644 Jerry Huffman	N	0
7	Nacogdoches County Chamber of Commerce 2516 North Street Nacogdoches Texas 75965 Ph: (936) 560-5533 Bruce Partain	N	0
8	Stephen F. Austin State University P.O. Box 13048 SFA Station Nacogdoches Texas 75962-3048 Ph: (936) 468-1278 EX 1278 Sherry Williford/ Dr. Al Greule	N	5
9	National Broadcasting Society SFA Radio/TV Dept P.O.Box 13048 SFA Station Nacogdoches Texas 75962-3048 Ph: (936) 468-1278 EX 1278 Dr. Al Greule	N	0
10	Internal Posting	N	2
11	Posting On All Radio Station Websites KYKS, KAFX, KTBQ, KSFA, KVLL	N	9
12	Word of Mouth	N	6
13	Walk-ins	N	4
14	Sales Recruiting Party for KYKS,KAFX,KTBQ,KSFA	N	0
15	<a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
16	<a href="http://www.hirediversity.com">www.hirediversity.com</a>	N	0
17	Billboard in front of station	N	6
18	TAB Website	N	0
19	Radioinfo.com	N	0
21	On air announcements KYKS, KAFX, KTBQ, KSFA, KVLL	N	8
22	KYKS, KAFX, KTBQ, KSFA, KVLL Virtual Job Fair on radio station websites	N	0
23			
24			
25			
<b>TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD:</b>			<b>40</b>

**GAP Broadcasting Lufkin License, LLC**  
**KYKS(FM), KAFX-FM, KTBQ(FM), KSFA(AM) & KVLL-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2008-March 31, 2009**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Stephen F. Austin State University Classroom & Speaking to National Broadcasting Society	General Manager Johnny Lathrop spoke to classrooms of 30 students on 4/15/08, 4/17/08, 6/23/2008 and 9/24/09 to recruit possible employees and/or interns in the communications and radio/broadcasting industry.
2	Stephen F. Austin State University (“SFA”) Station Tour	Operations Director Danny Merrell and SFA Professor Sherry Williford gave 20 students tours of radio station facilities on 4/23/08, 6/26/08 and 11/20/08 to encourage interest in possible employment and/or internships in the communications and radio/broadcasting industry.
3	Station Internship Program	In the Spring of 2008, the station employment unit had one intern from Stephen F. Austin State University (“SFA”). The stations also had one intern from SFA in the summer of 2008, and one in the fall of 2008. In the spring of 2009, the station employment unit had two interns from SFA. The interns rotated through the departments at the stations, working in the sales and programming/promotions departments.
4	Livingston High School Job Fair/Mentor Program	On October 6, 2008, Director of Sales Tami Koonce and Production Director Sean Ericson represented the radio stations when they mentored Livingston High School students one-on-one about broadcast opportunities with the radio industry during a college/career night.
5	Lufkin Leadership Tomorrow Station Tour	On April 9, 2008, Operations Director Danny Merrell conducted a tour of the radio stations’ programming/production and promotion facilities for 20 students participating in the Angelina County Chamber of Commerce

		Leadership Tomorrow program.
6	Radio Station Online Virtual Job Fair	From March 2, 2009 to the present, the radio stations have hosted an online virtual job fair on all five station websites recruiting for internship positions in the fields of promotions, sales and programming as well as job opportunities with other area employers.
7	National Broadcasting Society Judging	Danny Merrell, Sean Ericson, and Dan Patrick also helped the National Broadcasting Society (“NBS”) by judging audio competitions for the NBS Regional Audio Competition November, 2008 and the NBS National Sports Audio Competition February, 2009.