

REGENT BROADCASTING OF EL PASO
Equal Employment Opportunity Public File Report
KLAQ(FM),KSH(FM, KROD(AM)
03/31/08 TO 04/1/09

POSITIONS FILLED DURING THE REPORTNG PERIOD

Job Title	Sources Used to Fill Position (Numbers Correspond to the Recruitment Source List in Part II)	Source Referring Hiree
RECEPTIONIST	3,4,7,9,10,21,22,24,25,33	Part-time employee
ACCOUNT EXECUTIVE	3,4,7,9,10,21,22,24,25,33	Employee
ACCOUNT EXECUTIVE	3,4,7,9,10,20,,21,22,24,25,33	Referred by Friend

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03/31/08 TO 04/01/09
RECRUITMENT SOURCE LIST

No.	RECRUITMENT SOURCE (Name, address, contact person, telephone number)	Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	LULAC 201 E. Main Dr. El Paso, TX 79901 (915)577-0726	NO	0
2	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION 4171 N.MESA ST. EL PASO, TX 79902 (915)832-4001	NO	0
3	UTEP PLACEMENT OFFICE UNIVERSITY @ HAWTHORNE EL PASO, TX 79901 (915)831-3722	NO	0
4	PLACEMENT OFFICE EL PASO COMMUNITY COLLEGE 915 HUNTER EL PASO, TX 79925 (915)831-3722	NO	0
5	Career Services Department at El Paso Community College www.epcc.edu/careerservices Laura Beltran 915-831-2635 fax 915-831-2443	NO	1
6	TEXAS EMPLOYMENT COMMISSION JULIE DUNCAN 616 N. SANTA FE ST. EL PASO, TX 79901 (915)887-2679	NO	0
7	WOMEN'S RESOURCE CTR. CENTRAL YMCA 1600 N. BROWN EL PASO, TX 79902 (915-533-7475	NO	0
8	PROJECT BRAVO HR/DEPT 4838 MONTANA EL PASO, TX 79902 (915)562-4100	NO	0
9	UPPER RIO GRANDE AT WORK CAREER CTR NANCY ALEMAN 9740 DYER ST. STE. 109-113 EL PASO, TX 79924 (915)887-2489	NO	3

10	elpasohelpwanted.com DALE E. MULDER ONE CIVICE CENTER PLAZA #506 POUGHKEEPSIE, NY 12601 (845)471-5200 EX-110	NO	78
11	EL PASO TIMES STEPHANIE BUSSIERE/DONNA HIGGINSON 300 N. CAMPBELL STREET EL PASO, TX 79901-1470 (915)546-6410	NO	0
12	LAS CRUCES SUN STEPANIE BUSIERE/DONNA HIGGINSON 300 N. CAMPBELL STREET EL PASO TX 79901-1470 (915)546-6410	NO	0
13	CAREERBUILDERS.COM C/O EL PASO TIMES STEPAHNIE BUSIERE/DONNA HIGGINSON 300 N. CAMPBELL STREET EL PASO, TX 79901-1470 (915)546-6410	NO	0
14	NAACP 4631 ATLAS AVE. EL PASO, TX 79904 (915)751-6490	NO	0
15	RAB 2041 JUSTIN ROAD FLOWER MOUNT, TX 75022	NO	0
16	THE PROSPECTOR UNIVERSITY OF TEXAS AT EL PASO 105 UNION EAST EL PASO, TX 79968-0622 (915)747-5161 FAX (915)747-8031	NO	0
17	NEW MEXICO STATE UNIVERSITY ENTRMEDIA DEPT. MELISSA AGUILERA PO BOX 30001, DEPT. CC NMSU LAS CRUCES, NM 88001 (505)646-6387	NO	0
18	ADVERTISNG FEDERATION OF EL PASO JOHN COLLINS 6112 NORTH MESA, PMB 123 EL PASO, TX 79912	NO	0

19	RADIO ADVERTISING KLAQ-FM, KSII-FM KROD-AM 4180 N. MESA STREET EL PASO, TX 79901 (915)544-8864	NO	0
20	REFERRED BY FRIEND	NO	4
21	IN-HOUSE RECRUITMENT	NO	4
22	KLAQ/KSII/KROD WEBSITES	NO	6
23	UTEP COMMUNICATION CAREER FAIR 500 WEST UNIVERSITY 103 UNION BUILDING EL PASO, TX 79968	NO	0
24	WALK-INS	NO	10
25	JOB CORP ATTN: RITA FUENTES 11155 GATEWAY WEST EL PASO, TX 79935	NO	0
26	RADIO WORLD WWW.RADIOWORLD	NO	0
27	RADIO GUIDE	NO	0
28	RADIO MAGAZINE	NO	0
29	SOCIETY OF BROADCAST ENGINEERS SBE JOB BANK WWW.SBE.ORG	NO	0
30	VALLIE-RICHARDS JIM RICHARDS PO BOX 3510 ALPHARETTA, GA 30023	NO	0
31	ALL-ACCESS.COM (industry publications) JOEL DENVER 28955 PACIFIC COAST HWY SUITE 210- 5 MALIBU, CA	NO	0
32	CAREER CONNECTION JOB EXPO	NO	2
33	WORKFORCE SOLUTIONS 1359 LOMALAND EL PASO, TX 79935 CHRIS QUARUMS 915- 772-2002	NO	2
	NON-EMPLOYEE REFERRAL	NO	1
TOTAL INTERVIEWEES DURING		12-MONTH	111

EEO JOB VACANCY SUMMARY FORM

JOB TITLE: RECEPTIONIST DATE FILLED 7/1/2008

SOURCE	CONTACT PERSON	ADDRESS	TELEPHONE NUMBER	REFERRED PERSON HIRED?	REFERRED PERSON INTERVIEWED?
UTEP PLACEMENT OFFICE		UNIVERSITY @ HAWTHORNE, EL PASO, TX 79901	915-747-5000	NO	NO
PLACEMENT OFFICE EPCC		919 HUNTER EL PASO, TX 79925	915-831-3722		
WOMEN'S RESOURCE CTR		CENTRAL YWCA 1600 N. BROWN EL PASO, TX 79902	915-533-7475	NO	NO
UPPER RIO GRANDE AT WORK CAREER CTR	NANCY ALEMAN	9740 DYER ST. STE. 109-113 EL PASO, TX 79924	915-887-2820	NO	NO
UPPER RIO GRANDE WORKFORCE SOLUTIONS WORK IN TEXAS DIV.	CHRIS QUARUMS	1359 LOMALAND EL PASO, TX 79935	915-772-2002	NO	NO
elpasohelpwanted.com	Dale E. Mulder	One Civic Center Plaza #506 Poughkeepsie, NY 12601 WWW.KLAQ.COM	845-471-5200 x110	NO	NO
KLAQ/KSII/KROD WEBSITE	JOHNNIE WALKER	WWW.KSII.COM WWW.KROD.COM		NO	YES
JOB CORP	RITA FUENTES	11155 RITA FUENTES EL PASO, TX 79935	915-594-0022 -X267	NO	NO
OTHER	WALK-IN			NO	YES
OTHER	EMPLOYEE			YES	YES

EEO JOB VACANCY SUMMARY FORM

JOB TITLE: ACCOUNT EXECUTIVE **DATE FILLED** 7/7/2008

SOURCE	CONTACT PERSON	ADDRESS	TELEPHONE NUMBER	REFERRED PERSON HIRED?	REFERRED PERSON INTERVIEWED?
UTEP PLACEMENT OFFICE		UNIVERSITY @ HAWTHORNE, EL PASO, TX 79901	915-747-5000	NO	NO
PLACEMENT OFFICE EPCC		919 HUNTER EL PASO, TX 79925	915-831-3722		
WOMEN'S RESOURCE CTR		CENTRAL YWCA 1600 N. BROWN EL PASO, TX 79902	915-533-7475	NO	NO
UPPER RIO GRANDE AT WORK CAREER CTR	NANCY ALEMAN	9740 DYER ST. STE. 109-113 EL PASO, TX 79924	915-887-2820	NO	NO
WORKFORCE SOLUTIONS WORK IN TEXAS DIV.	CHRIS QUARUMS	1359 LOMALAND EL PASO, TX 79935	915-772-2002	NO	YES
elpasohelpwanted.com	Dale E. Mulder	One Civic Center Plaza #506 Poughkeepsie, NY 12601 WWW.KLAQ.COM	845-471-5200 x110	NO	NO
KLAQ/KSII/KROD WEBSITE	JOHNNIE WALKER	WWW.KSII.COM WWW.KROD.COM		NO	NO
JOB CORP OTHER	RITA FUENTES WAKE-IN	11155 RITA FUENTES EL PASO, TX 79935	915-594-0022 -X267	NO	NO
OTHER	EX-EMPLOYEE	MOVED BACK TO EP		YES	YES
OTHER	EMPLOYEE			NO	NO
OTHER	NON-EMPLOYEE			NO	YES

EEO JOB VACANCY SUMMARY FORM

JOB TITLE: ACCOUNT EXECUTIVE **DATE FILLED** 7/1/2008

SOURCE	CONTACT PERSON	ADDRESS	TELEPHONE NUMBER	REFERRED PERSON HIRED?	REFERRED PERSON INTERVIEWED?
UTEP PLACEMENT OFFICE		UNIVERSITY @ HAWTHORNE, EL PASO, TX 79901	915-747-5000	NO	NO
PLACEMENT OFFICE EPCC		919 HUNTER EL PASO, TX 79925	915-831-3722		
WOMEN'S RESOURCE CTR		CENTRAL YWCA 1600 N. BROWN EL PASO, TX 79902	915-533-7475	NO	NO
UPPER RIO GRANDE AT WORK CAREER CTR	NANCY ALEMAN	9740 DYER ST. STE. 109-113 EL PASO, TX 79924	915-887-2820	NO	NO
WORKFORCE SOLUTIONS WORK IN TEXAS DIV	CHRIS QUARUMS	1359 LOMALAND EL PASO, TX 79935	915-772-2002	NO	YES
elpasohelpwanted.com	Dale E. Mulder	One Civic Center Plaza #506 Poughkeepsie, NY 12601 WWW.KLAQ.COM	845-471-5200 x110	NO	NO
KLAQ/KSII/KROD WEBSITE	JOHNNIE WALKER	WWW.KSII.COM WWW.KROD.COM		NO	NO
JOB CORP OTHER	RITA FUENTES WAKE-IN	11155 RITA FUENTES EL PASO, TX 79935	915-594-0022 -X267	NO	NO
OTHER	EMPLOYEE			NO	YES
OTHER	EX-EMPLOYEE	MOVED BACK TO EP		YES	YES
OTHER	NON-EMPLOYEE			NO	YES

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04/01/08 TO 03/31/09
OUTREACH INITIATIVES

	TYPE OF OUTREACH INITIATIVES (e.g. internship, job fair, etc.)	BRIEF DESCRIPTION OF ACTIVITY (Include date, description of event, nature of SEU,s participation in events, and title of station personnel involved)
1	Internship Program	During the year we hosted 2 interns. one worked with news dept. training for board op on-air, and writing feature stories. Another intern work with KROD sports in production and board-oping.
2	Guest Speaker	On April 9, 2008 our General Manager, Brad Dubow was a guest speaker at the Univerity of Texas at El Paso. Carolyn Mitchell, the senior UTEP Communications teacher invited him to speak before her senior class to discuss sales and marketing positions in broadcasting and mass media. It turned out to be a highly interesting exchange of ideas as the students and GM discussed various entry points withing the radio industry. With 23 people in the audience, the students were urged to drop off resumes after they graduate.
3	Job Fair	September 30, 2008. the Workforce Solutions and El Paso Times had their 6th Annual Job Expo at Judson F. Williams Convention Center from 9a to 3p. We participated in the all day event with a booth manned by Dave Halperin our Chief Engineer, Joni Superville, Business Mgr., Libby Stevens ABM/HR, Steven Garza, IPD and many of the sales staff throughout the day. We promoted our stations and took many applications.

4	Station Tour	Sat. March 14, 2008 Courtney Nelson. PD/OM hosted the Yucca Council Boy Scout troop on a tour of the radio stations. He discussed how programming works, showed them how a commercial is produced, and talked about the employment opportunities
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