

**EEO Public File Report**  
**February 1, 2008– January 31, 2009**

## **Annual EEO Public File Report Form**

KLAA-FM, Tioga, LA (FIN-8166)  
KEZP-FM, Bunkie, LA (FIN-51078)  
KBKK-FM, Ball, LA (FIN-86913)  
KEDG-FM, Pineville, LA (FIN- )

## **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KLAA-FM, KEZP-FM, KEDG-FM and KBKK-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2007 to and including January 31, 2009 (the “Applicable Period”).<sup>1</sup>

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

- 1 A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
- 2 For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
- 3 The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4 Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5 A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

Please note: This 2006 EEO Public File Report was prepared and placed in the station’s public inspection file on February 2, 2009

Appendix 1 to Annual EEO Public File Report Form  
Covering the Period from February 1, 2008 to January 31, 2009

Stations comprising Station Employment Unit:  
KLAA-FM, KEZP-FM, KBKK-FM, KEDG-FM

Section 1: Vacancy Information

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1	Account Executive	Employee Referral	1
2	On-Air Announcer	Station Website, All Access Website	3
3	Traffic Manager	Employee Referral	2
4	On-Air Announcer	All Access Website	3
5	Account Executive	PenMac	6
6	On-Air Announcer	Walk In	4
7	Account Executive	Recruitment Ads	2
8	Account Executive	Walk-ins rehire	1
9	Account Executive	Recruitment Ads	1
10	Production Manager	Walk In	1
11	Sales Assistant	Recruitment Ad	3
12	Sales Assistant	Employee Referral	1
13	Account Executive	Recruitment Ads	5
14	Account Executive	Job Shadowing-Sales Seminar	1

Total Number of Persons Interviewed During Applicable Period: 33

Appendix 2 to Covering the Period from February 1, 2008 to January 31, 2009

Stations comprising Station Employment Unit:  
 KLAA-FM, KEZP-FM, KBKK-FM, KEDG-FM

Section 2: Recruitment Source Information:

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
1	Employee Referrals	3	All positions
2	Recruitment Ads – aired on Opus Broadcasting Alexandria Radio Stations Kim Jones – President 92 West Pineville Ave. Pineville, LA 71360	11	All Account Executive/Sales Assistant Positions
3	Job Shadowing – sales seminar Kim Jones – President 92 West Pineville Ave. Pineville, LA 71360	1	All positions
4	Walk Ins – various applications	5	All positions
5	Station Websites <a href="http://www.la103.com">www.la103.com</a> <a href="http://www.kbuck1055.com">www.kbuck1055.com</a> <a href="http://www.tiger1043.com">www.tiger1043.com</a>	1	All On-Air Positions
6	All Access Website Jim Asker <a href="mailto:jasker@allaccess.com">jasker@allaccess.com</a>	4	All On-Air Positions
7	Gary Berkowitz Broadcast Consulting 4901 Champion Circle West Bloomfield, MI 48323-3529 248-737-3727	3	All On-Air Positions

\* Please note, no sources have requested notification of job openings at the stations.

Appendix 3 to Covering the Period from February 1, 2008 to January 31, 2009

Stations comprising Station Employment Unit:  
KLAA-FM, KEZP-FM, KBKK-FM, KEDG-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

**I. Internship Program to Provide Work Experience in the Broadcasting Industry.**

February 2008 to January 2009 – The stations conduct an ongoing internship program, which seeks to attract students from local schools and colleges to gain exposure to career opportunities in broadcasting and experience in broadcast radio programming and operations. Program directors Mike Carson and Rick Stevens are responsible for this internship, which is publicized to local colleges and listed on the stations' web sites. Participation varies from semester to semester, and during the applicable period, the stations did not have a student participate in the ongoing program

**II. Participation In Activities And Events Or Programs Sponsored By Educational Institutions Relating To Career Opportunities In Broadcasting.**

January 2009 – Job shadowing at Sales Seminar – As the result of a posting at Louisiana College, Allison Valentine, a student at the college, participated in a job shadowing program at the stations. Allison worked with President and General Manager, Kim Jones, and gained exposure to radio marketing and sales during her job shadow at the station. She was subsequently hired for a full time sales account executive position at the stations.