



**Annual EEO Public File Report
Section 1
Vacancy Summary**

Covering the Period: 4/1/2004 to 3/31/2005

Station(s) Comprising Station Employment Unit:

KGGR KHVN KTNO KRVA KKGM

Section 1: Vacancy Information

#	*	Station	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1		KGGR	Account Executive	On-air help-wanted ad	9
2		KGGR	Account Executive	On-air help-wanted ad	(Hired from same pool of 9 above)
3	*	KGGR	Announcer	KGGR--Promoted from within*	0
4		KHVN	Account Executive	Word of Mouth	5
5		KHVN	Account Executive	Word of Mouth	4
6	*	KHVN	Office Assistant	KGGR--Promoted from within*	0
7		KRVA	Announcer	On-air help-wanted ad	10
8		KRVA	Announcer	On-air help-wanted ad	(Hired from same pool of 10 above)
9		KRVA	Announcer	Mundo Latino (publication)	(Hired from same pool of 10 above)
10		KRVA	Announcer	On-air help-wanted ad	(Hired from same pool of 10 above)
11	*	KKGM	Program Director	None--Exigent Hire*	0
12		KKGM	Announcer	Dallas Morning News	14
13		KKGM	Announcer	Word of Mouth	(Hired from same pool of 14 above)
14		KKGM	Announcer	Word of Mouth	(Hired from same pool of 14 above)
15		KKGM	Account Executive	On-air help-wanted ad	8
16	*	KKGM	Secretary	Word of Mouth	4
17	*	ALL	Engineer	None--Exigent Hire*	0

Total Number of Persons Interviewed During Applicable Period: 54

*3--An existing part-time employee was promoted from within to fill this position. The part-time person was originally hired before the new FCC EEO rules took effect on 3/10/03.

*6--An existing part-time employee was promoted from within to fill this position. The part-time person was originally hired before the new FCC EEO rules took effect on 3/10/03.

*11--The person filling this position was hired under exigent circumstances due to his highly specialized expertise and the immediate need to quickly develop a staff and programming for a new start-up format.

*16--This position was initially filled by a temp due to this vital position being vacated without notice by a previous employee. The position was widely recruited-ultimately the temp filled the permanent position.

*17--This engineer was hired under exigent circumstances in order to fill an urgent need for his highly specialized skills to be implemented at all five radio stations.