

KEOM RADIO E.E.O. PUBLIC FILE REPORT
March 31, 2008

KEOM-FM 88.5, Mesquite, Texas, is an Equal Opportunity Employer committed to a comprehensive program of hiring outreach to all groups in the community, regardless of race, creed, color, national origin, or gender. It is our policy to send notices of all full time job vacancies to all qualifying organizations requesting them. We also publicize all full time job vacancies widely.

The following report summarizes our activities from **April 1, 2008 through March 31, 2009**:

1. One full time vacancy was created by the departure of the station's full time music and operations manager, Robert Bass. The full time position was filled by promoting Christopher Frazee, one of the station's part time board operators and deejays, to the full time music manager position. No other full time vacancies were filled by the station during this reporting period.
2. Since the only full time vacancy was filled by promoting a deserving and fully prepared part time staff member, no recruitment source or sources were utilized to fill any full time vacancy.
3. Since the only full time vacancy was filled by promoting a deserving part time staff member, there is no list of organizations that received vacancy notices.
4. Since the only full time vacancy was filled by promoting a deserving part time staff member, no recruitment source referred any hiree.
5. Since the only full time vacancy was filled by promoting a deserving part time staff member, there is no list describing the recruitment source of each interviewee for each full time vacancy.
6. No persons interviewed for any full time vacancy during this reporting period, so there is no data on the number of persons that were interviewed.
7. Since the only full time vacancy was filled by promoting a deserving part time staff member, no recruitment sources were utilized in connection with any full time vacancy, and there is no data on the total number of interviewees referred by any specific sources.
8. If a vacancy had occurred for which a search would have been conducted, this is the list we have developed of all organizations that would have been entitled to notification of vacancies, including the address, contact person, and telephone number for each source:

Agencies to Contact					
Name and address	Type of Agency	Contract Person	Phone Number	Fax Number	E-Mail
Abilene Christian University ACU Box 29106 Abilene, TX 79699	Career Center	Bradon Owens	325-674-2653		bradon.owens@acu.edu
Amarillo Hispanic Chamber of Commerce P.O. Box 1861 Amarillo, TX 79105	Chamber	No Direct Person	806-379-8800	806-376-7873	publicrelations@amarilloh
American Broadcast School 712 N. Watson Rd Arlington, TX 76011	Radio Broadcast School	Michelle Mcconnell	817-695-2474	817-695-2838	michelle@radioschool.com
Art Institute of Dallas 2 Northpark 8080 Park Lane Dallas, TX 75231	School	Jennifer Magee	469-587-1213	214-368-1549	jmagee@aia.edu
Asian American Journalists Association 1182 Market St. # 320 San Francisco, CA 94102	Media Group	Albert Lee	415-346-2051	415-346-6343	www.aaja.org
Baylor University Career Services One Bear Place #97036 Waco, TX 76798-7036	School, University		254-710-3771		www.baylor.edu/careerse
Dallas Baptist University School of Business 3000 Mountain Creek Parkway Dallas, TX 75211	School, University, Career Center	Marion Hill	214-333-5244		marion@dbu.edu
Dallas Hispanic Chamber of Commerce 4622 Maple Ave, # 207 Dallas, TX 75219-1687	Chamber	Francia Pache	214-521-6007	214-520-0847	Fpache@gdhcc.com
Dallas Morning News 508 Young St. Dallas, TX 75201	Classified Ads	Jaymes Denson	214-977-7919		Jdenson@Dallasnews.com
Dallas Weekly P.O. Box 151789 Dallas, TX 75201	Area Paper	Jackie Hill	214-428-8958	214-428-8456	jhill@dallasweekly.com

Denton Record-Chronicle 508 Young St. Dallas, TX 75201	Classified Ads	will rotate	940-566-6816	940-566-6888	drc@dentonrc.com
DeVry University 4800 Regent Blvd Irving, TX 75063	Graduate Placement	Laura Banks	972-929-9358		lbanksdevry.edu
Eastfield College Career Service 3737 Motley Drive Mesquite, TX 75150	School, College	Ron Rollinson	972-860-7192	972-860-8326	
Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, TX 76164	Chamber	Lydia Becerra	1-817-625-5411	817-625-1405	
Fort Worth Star Telegram 2730 N. Stemmons Fwy. Dallas, TX 75207	Classified Ads	none	817-332-3333 #1		
Hood County News 1501 South Morgan (P.O.Box879) Granbury, TX 76048	Classified Ads		817-573-7066	817-279-8371	classads@hcnews.com
Mesquite Star News 303 N. Galloway St. Mesquite, TX 75149	Classified Ads	Scott Carr	972-422-7355		Scarr@achpapers.com
MISD Personnell all school campus, Internet site 405 East Davis Street Mesquite, TX 75149	School, Public, Personnel	Lanny Frasier	972-882-7368		
National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302	College	The Editor 1-24-08	404-523-6136	404-523-5467	aucdigest.com
National Association of Broadcasters 1717 N. Street NW Washington, DC 20036	Job Bank Career Center (ckick on Career Center)		202-429-5498		nab.org
Native American Journalists Association Gaylord College 395 W. Lindsey Norman, OK 73019-0001	Media Group	Jeff Harjo (Ex Dir)	202-325-6945	405-325-6945	jhajo@ou.edu
Native American Public Telecommunications 1800 No 33 Street Licoln, NE 68503	Media Group	Becky Fauver	402-472-3522	402-472-8675	native@unl.edu

Region 10 Education Service Center 400 E. Spring Valley Richardson, TX 75083	School, Public, Job Placement Center	Jeanice Rose	972-348-1036	972-348-1037	jeanice.rose@region10.org
Rockwall County News 316 South Goliad St. Rockwall, TX 75087	Classified Ads		1-972-722-3099	1-972-563-0340	rcnadvertising.com
South Asian Journalists Association c/o Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	School and Media Group		212-854-0191	note: when using the web, go to Job Bank to list job	www.saja.org
Southern Methodist University 6425 Boaz Lynn Dallas, TX 75205	School, University	Marva McGrew	214-768-2266		for professional jobs, post www.smu.edu/career/jobs hireamustang.org
Texas A&M Commerce Metroplex Center 2600 Motley Dr. Mesquite, TX 75150	School, University	SuzAnne Keifer	972-882-7520		suzanne_keifer@tamuc.edu
Texas A&M University Commerce P.O. Box 3011 Commerce, TX 75429-3011	School, University, Career Center	Tina Boilnott	903-886-5110		career_services@tamuc.edu
Texas Association of Broadcasters 502 E 11th St. Austin, TX 78701	Job Placement	Craig Bean	512-322-9944	512-322-0522	www.tab.org
Texas Association of Mexican American Chambers of Commerce 3000 S. IH 35 Suite 210 Austin, TX 78704-6536	Chamber	Annia Vavala	512-444-5727	512-444-4929	publicrelations@tamacc.edu
Texas Christian University Dept. of Radio-TV-Film TCU Box 298030 Ft. Worth, TX 76129	School, University Dept of Radio-TV-Film job bank	Prof. Richard Allen	817-257-7630 Asst Ms. Patrica Kirk	817-257-7813	r.allen@tcu.edu OR
Texas State University at San Marcos Fine Arts & Communication 112 Old Main 601 University Dr. San Marcos, TX 78666-4616	School, University job post on monserTRAK.com	You may send a letter also for jobs Dr. Richard Cheatham or Radio Dr. Lori Bergen	512-245-2308 or 512-245-2656 Radio	512-245-8334	bs20@txstate.edu

Texas Woman's University P.O. Box 425498 Denton, TX 76204-5498	School, University Job Line, left message on 12- 16	Elizabeth MacDonald	940-898- 2950		emacdonald@twu.edu
Texas Work Force Commission 2110 N. Galloway Suite 116 Mesquite, TX 75149	State Job Placement	Charlott Anderson	972-329- 1948 ext 7719	972-329- 2725	
The Ellis County Press 213 West Sixth St P.O. Box 370 Ferris, TX 75125-0370	Classified Ads		1-972-544- 2369	1-972-544- 8150	
The Kaufman Herald P.O.Box 460 Kaufman, TX 75142	Classified Ads	Jessica Carista	1-972-932- 2171	1-972-932- 2172	classifieds@kaufmanhera
University of Dallas 1845 East Northgate Dr. Irving, TX 75062	School, University	Margaret DeMarco	972-721- 5131		career@udallas.edu
University of North Texas Career Center P.O.Box 310859 Denton, TX 76203-0859	School, University Career Center	Shuan Stoehr	940-565- 1105	940-565- 4376	careercenter@unt.edu
University of Texas at Arlington	School, University	Wanda or Unice	817-272- 2895	817-272- 5791	
University of Texas at Austin Education Services	School, University Career Center	will need to create a Emp. ID	512-475- 6243	512-471- 8808	accessut.utexas.edu
University of Texas at Dallas	School, University	Nakoya Moss	972-883- 2943	972-883- 2431	recruit@utdallas.edu
Van Zandt Newspapers LLC P.O. Box 60 Wills Point, TX 75169	Classified Ads		903-873- 2525	903-873- 4321	Vzads@aol.com

OUTREACH INITIATIVES

1. During this reporting period, KEOM-FM 88.5 pursued our instructional program for Mesquite Independent School District high school juniors and seniors as a Prong 3 outreach option. Our program in “Radio Broadcasting and Production I” is designed to qualify and prepare young people in our community for broadcasting careers, and has been recognized as a state-approved innovative course for transferable credit toward high school graduation by the Texas Education Agency. These students are taught all basic skills needed to enter the field directly or to get a head start on advanced study of the field in college, and learn the F.C.C. rules. We also offer as a part of our instructional program a state approved “Radio Broadcasting and Production II” class, for the purpose of allowing our interested students to return for a second year of credit, and to focus on higher level and specialty skills in the field. These ethnically diverse students in our classes spend many hours

honing their skills on the air live in our station's program, and also get hands-on practice in scriptwriting, recording and production, and broadcast journalism basic skills. "Radio Broadcasting and Production II" students have the opportunity to learn higher level on air and production skills, sportscasting skills, programming and formatting skills, technical skills, or to intern for credit at a local commercial radio station. These activities of our station significantly increase the pool of employees available to those in the broadcasting field.

2. During January and February, 2009, KEOM staff and current students participated in a student recruiting process for the upcoming 2009-2010 school year by doing live "lunch room" broadcasts along with question and answer segments for 9th, 10th, and 11th graders at three of Mesquite ISD's high schools; John Horn, Ralph Poteet, and West Mesquite High Schools. Mesquite High and North Mesquite High were not able to fit KEOM recruitment in this manner into their master schedule. Daily campus school announcements were made during January and February relating to the 2009-2010 KEOM recruitment process to all five of Mesquite ISD's high schools. Informational flyers were distributed at all five schools. KEOM's current group of students acted as spokespersons at their perspective campus schools for the station during the recruiting process. KEOM made promotional student recruiting announcements during these two months and displayed the information on the station's website.
3. KEOM-FM 88.5 also sponsors a scholarship award program for Mesquite Independent School District graduating seniors interested in pursuing careers in radio or the general field of communications as another Prong 3 outreach option. Each year, a graduating student from our KEOM radio broadcasting skills classes who intends to pursue the field is selected to receive a \$500.00 scholarship award. The award winner goes through an application and selection process that includes an examination of the applicants' talent and skills, academic record, seriousness of interest in the field as a future career, and need for monetary support to get a start on radio or communications studies at an institution of post-secondary learning. The 2008 scholarship winner was Mesquite High School graduating senior Alanna Quillen. She used the award to assist in underwriting her expenses as a freshman Broadcast Journalism major at the University of Texas at Arlington. The applicant pool for this year's award has already been formed, and the selection process for the 2009 award is currently moving forward. This activity is another that acts to significantly increase the pool of employees available to those in the broadcasting field.