

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period July 26, 2006 to July 25, 2007

1) **Employment Unit:** Gleiser Communications, LLC – Tyler, Texas

2) **Unit Members (Stations and Communities of License):**

KTBB-AM – Tyler, Texas
KDOK-FM – Tyler, Texas
KYZS-AM – Tyler, Texas
KEES-AM – Gladewater, Texas

3) **EEO Contact Information for Unit Member:**

Mailing Address: Gleiser Communications, LLC 1001 E.SE. Loop 323, Suite 455 Tyler, TX 75701	Telephone No.: 903-593-2519
	Contact Person/Title: Paul L. Gleiser. President
	E-mail Address: pgleiser@gleisercom.com

4) **List all Full-time Job Vacancies Filled by Each Station in the Employment Unit.**

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
None	

5) **Job Title:** None

Referral Source(s) of Hiree: None

6) **Total Number of Interviewees Referred:** For the period from July 26, 2006 through July 25, 2007 no fulltime job vacancies were filled.

7) **Supplemental Recruitment Initiatives**

(a) **Initiative:** Station personnel training

Gleiser Communications, LLC provides regular training to its employees based on the job description and department of the employee. On a continuing basis, technical operators were trained using a company-produced manual *"Radio Station Operator Handbook & Certification Course."* Salespersons receive training from online and software-based training courses that are specific to radio station and broadcast selling. The company holds regular interdepartmental meetings in which regulatory, financial, community service and news coverage ethics are discussed.

(b) **Initiative:** Career Campus Presentations

Gleiser Communications has published a brochure titled, *Career Opportunities in Radio Broadcasting*. This publication is made widely available in the market. Company president spoke to high school seniors and college students on four separate occasions in April and May of 2007 during sessions hosted by classroom teachers and counselors at Robt. E. Lee High School, T.K. Gorman High School, John Tyler High School and Tyler Junior College.

(c) **Initiative:** Internship Program

Gleiser Communications offers an internship program to qualified high school seniors, college students and college graduates. Students typically receive course credit for participation in such programs.

In the Spring of 2007, a female college graduate contemplating a change in career field

Stations KTBB-AM, KDOK-FM, KYZS-AM and KEES-AM are Equal Opportunity Employers

completed a six-week intern program in the news department of KTBB. Her duties included assisting in editing the morning news program, editing audio cuts, preparing news scripts and cataloguing news stories for the station's archive. This individual was later hired as a part-time newsroom assistant. The station's program and news director supervised this internship.

(d) Initiative: Management Personnel Training

Gleiser Communications conducts department head meetings every Monday morning. Once each quarter, the agenda for such meetings is restricted to personnel. Department heads are required to provide management with an assessment of the personnel under their supervision, an assessment as to which, if any, staff members are likely to leave in the coming quarter and a projection of potential hiring needs for the coming quarter.

Training is provided on the latest in personnel and human resources law and regulation, employee retention and recognition and the on-going need to ensure that potential personnel vacancies are adequately anticipated such that adequate time will be available for recruiting purposes.