

EEO PUBLIC FILE REPORT
FOR BMP RGV LICENSE COMPANY, L.P.

This Report covers full-time vacancy recruitment for the period March 22, 2008 until March 21, 2009.

The employment unit covered by this report includes radio stations KURV(AM), Edinburg, TX; KBMI(FM), Roma, TX; KSOX(AM) and KBUC(FM), Raymondville, TX; KESO(FM) and KZSP(FM), South Padre Island, TX; KJAV(FM), Alamo, TX and KVJY(AM), Pharr, TX.

The Employment Unit's EEO contact representative is:

Lori Mendez, EEO Officer
 1201 N. Jackson, Suite 900
 McAllen, Texas 78501
 (956) 992-8895

The following is a list of all full-time vacancies filled by the Employment Unit (for the time period covered by this Report):

<u>Job Title</u>	<u>Recruitment Sources Used to Fill the Position</u>	<u>Recruitment Source That Referred the Hires</u>
On Air Personality (Position filled 04/22/2008)	2 On Air Advertisement 2 Employee Referral 3 Walk-Ins	Employee Referral
Account Executive (Position filled 06/09/2008)	1 Texas Association of Broadcasters 1 On air Advertisement 8 Employee Referral 13 Walk-Ins 10 Monster.com	Employee Referral
On Air Personality (Position filled 07/21/2008)	1 Walk In	Walk In
Sales Assistant (Position filled 07/22/08)	2 Monster.com 1 Texas Association of Broadcasters 2 On Air Advertisement	Monster.com

Receptionist (Position filled 08/27/2008)	5 Temporary Employment Agency 1 Employee Referral 2 Walk-Ins	Employee Referral
Program Director (Position filled 09/02/2008)	13 Texas Association of Broadcasters 1 Monster.com 1 R&R Records Website 1 Newspaper Ad	Newspaper Ad
Promotions Coordinator (Position filled 11/17/2008)	1 Texas Association of Broadcasters 10 Monster.com 1 On Air Advertisement 13 Walk in 8 Employee Referrals	Walk In
English Production Director (Position filled 12/08/2008)	1 Texas Association of Broadcasters 1 Monster.com 5 Allaccess.com	Allaccess.com
Account Executive (Position filled 03/02/2009)	1 Texas Association of Broadcasters 1 On Air advertisement 1 Employee Referral	Employee Referral
Business Manager (Position filled 03/02/2009)	8 Monster.com 1 Texas Association of Broadcasters 3 Employee Referral 1 Texas Workforce Commission	Employee Referral

Total number of interviewees – 126

Interviewees referred by recruitment sources;

Monster.com – 32

Texas Association of Broadcasters - 19

Texas Workforce Commissions - 1

Employee Referral – 23

On-Air Advertisement – 7

Walk-Ins – 32
Temporary Employment Agency – 5
Allaccess.com - 5
R&R Records Website – 1
Newspaper Ad - 1

No organizations have specifically requested notice of all vacancies at the Employment Unit pursuant to the FCC's rules. Organizations wishing to receive notice in the future should contact Mrs. Mendez at the address listed above.

The Employment Unit's recruitment sources can be reached at:

Monster.com
Robert Luljack
5 Clock Tower Place, 5th Floor
Maynard, MA 01754
317-616-5676

Texas Association of Broadcasters
Craig Bean
502 East 11th Street, Suite 200
Austin, TX 78701
Phone: (512) 322-9944
Fax: (512) 322-0522

University of Texas-Pan American
Career Services Office – Lourdes Fernandez
1201 West University Drive
Edinburg, TX 78541-2999
(956) 381-2283

Texas Workforce Solutions
Omar Trevino
901 W. Travis
Mission, TX 78572
(956) 519-4300 phone
(866) 519-4388 fax

The Employment Unit has participated in the following initiatives during time period covered by this report:

- Internship Program established.
- EEO Training during headquarters Human Resources management seminar attended by market executive.
- Recruitment Sessions: BMP RGV has attended numerous recruitment sessions for a possibility of pursuing a career with BMP RGV. These sessions were held on dates as follows:
 1. March 26, 2008 – Spoke to students at San Benito High School during their Career Day.
 2. May 14, 2008 – BMP Representative was main speaker to the Communication Classes from Edinburg High School.
 3. July 18, 2008 – BMP Representative spot at UTPA School of Communication Career Seminar
 4. November 18, 2008 – BMP Representative met with UTPA officials to discuss BMP Intern Program.
 5. April 2007 – BMP Representative attended University of Texas in Denton to discuss Border Media's internship program

- Training Sessions for Professional Advancement: BMP RGV personnel have numerous opportunities to gain new and improve existing job-related skills and knowledge. These training sessions were held on dates as follows:

6. July 2009 – BMP Representative was provided with training in Dallas, TX for Great Plains Accounting software and other Business Manager duties.
7. October 2008 – Consultant Lee Simonson was present in the BMP RGV market to provide sales training to the RGV Sales Dept.
8. March 2008 & August 2008 – Jose Santos and Romeo Herrera provide conference consulting calls to staff for the Arbitron spring and fall book(s).
9. On a weekly basis – Every Tuesday and Wednesday a conference call is placed with RGV Program Director and Jose Santos, Consultant for programming and on-air talent trainings
10. January 2009 – BMP Representatives traveled to Laredo for training to Sales staff in new software texting program Hip Cricket.

BMP RGV will continue to engage in additional recruitment and retention initiatives in order to comply with Section 73.2080(c) (2) of the Commission's rules.