

EEO PUBLIC FILE REPORT

For the period beginning April 1, 2003 and ending March 31, 2004.

Prepared for: Travis Broadcasting, LLC
(Name of licensee)

This Report covers the following employment units:

<u>Call Sign</u>	<u>Facility ID</u>	<u>Class of Station</u>	<u>Community of License</u>	<u>LMA(yes/no)</u>
WCKZ	46434	FM	ROANOKE, IN	NO
WGL	22285	AM	FORT WAYNE, IN	NO
WNHT	22287	FM	CHURBUSCO, IN	NO
WXKE*	28206	FM	HUNTINGTON, IN	NO
WXTW	8080	FM	AUBURN, IN	NO
WYLT*	56765	FM	FORT WAYNE, IN	NO

* WXKE and WYLT were not acquired by Travis Broadcasting, LLC until May 31, 2003, therefore EEO reporting for these stations for Travis Broadcasting, LLC will only cover the period from their acquisition date through March 31, 2004.

A. Full Time Hires

The following is a list of full-time positions filled and recruitment sources used for each position:

- | | |
|---------------------------------|--------------------------------|
| 1. Job Title: Account Executive | Total number of interviews: 28 |
| Date Filled: April 21, 2003 | Total number hired: 7 |

Recruitment Sources Utilized (include name of source, address, # of Interviewees Referred by contact person and telephone #)¹

<u>Each Source</u>	
Fort Wayne Newspapers Classified Ad *	18
NAACP a+	0
1307 E. Lewis, Ft. Wayne 260-426-1255 & 410-580-5735 (fax)	
Indiana Dept. of Workforce Development	2
201 E. Rudisill, Suite 202, Ft. Wayne 46806 Renee Smith 260-745-3555	
Ivy Tech State College	3
3800 North Anthony Blvd., Ft. Wayne, IN Career Services Office 260-480-4245 260-480-4252 (fax)	
Travis Broadcasting, LLC web site *	5
www.jobs@travisbroadcasting.com	

¹A source with an * was the source that referred the hiree. A source identified with a + is an organization which requested that it be contacted as job openings occur.

2. Job Title: Executive Assistant
 Date Filled: July 1, 2003

Total number of interviews: 17
 Total number hired: 1

Each Source

Fort Wayne Newspapers Classified Ad	8
NAACP a+ 1307 E. Lewis, Ft. Wayne 260-426-1255 & 410-580-5735 (fax)	0
Indiana Dept. of Workforce Development 201 E. Rudisill, Suite 202, Ft. Wayne 46806 Renee Smith 260-745-3555	3
Ivy Tech State College 3800 North Anthony Blvd., Ft. Wayne, IN Career Services Office 260-480-4245 260-480-4252 (fax)	0
Travis Broadcasting, LLC web site* www.jobs@travisbroadcasting.com	6

3. Job Title: Traffic & Billing Mgr.
 Date Filled: August 1, 2003

Total number of interviews: 10
 Total number hired: 1

Each Source

Fort Wayne Newspapers Classified Ad *	5
NAACP a+ 1307 E. Lewis, Ft. Wayne 260-426-1255 & 410-580-5735 (fax)	0
Indiana Dept. of Workforce Development 201 E. Rudisill, Suite 202, Ft. Wayne 46806 Renee Smith 260-745-3555	2
Ivy Tech State College 3800 North Anthony Blvd., Ft. Wayne, IN Career Services Office 260-480-4245 260-480-4252 (fax)	0
Company web site www.jobs@travisbroadcasting.com	3

4.	Job Title: Account Executive Date Filled: August 15, 2003	Total number of interviews: 25 Total number hired: 5
	Fort Wayne Newspapers Classified Ad *	10
	NAACP a+ 1307 E. Lewis, Ft. Wayne 260-426-1255 & 410-580-5735 (fax)	0
	Indiana Dept. of Workforce Development 201 E. Rudisill, Suite 202, Ft. Wayne 46806 Renee Smith 260-745-3555	4
	Ivy Tech State College 3800 North Anthony Blvd., Ft. Wayne, IN Career Services Office 260-480-4246 260-480-4252 (fax)	0
	Company web site jobs@travisbroadcasting.com	5
	Careerbuilder Careerbuilder.com	6
5.	Job Title: Account Executive Date Filled: February 15, 2003	Total number of interviews:30 Total number hired: 5
	Fort Wayne Newspapers Classified Ad	8
	NAACP a+ 1307 E. Lewis, Ft. Wayne 260-426-1255 & 410-580-5735 (fax)	0
	Indiana Dept. of Workforce Development 201 E. Rudisill, Suite 202, Ft. Wayne 46806 Renee Smith 260-745-3555	6
	Company web site * jobs@travisbroadcasting.com	5
	Careerbuilder * Careerbuilder.com	5
	Job Fair * IPFW/Travis Broadcasting Career Fair	6

B. The total number of persons interviewed for all full-time positions during the period covered during the period covered by this Report was: 110.

C. Recruitment Activities.²

The following FCC recommended recruitment activities were engaged in during the period covered by this Report.

1. Type of Activity:

Job Fair.

The company has entered into a job/career fair event program in cooperation with IPFW (Indiana/Purdue University of Fort Wayne). The job/career fairs are held scheduled to be held 3 times per year (January, May and September).

The first job/career fair was held on January 31, 2004 and drew over five hundred visitors. Travis Broadcasting, LLC was seeking to fill five Account Executive positions and two of the five positions were filled by applicants from the job/career fair.

All managers attended and worked at the job fair. We passed out information about the company and informed the public on potential job openings at the company and ways for them to apply.

2. Type of Activity:

NAACP:

We have notified the NAACP and asked for their help in sending applicants to us. Whenever positions become available with the company, we notify them.

3. Type of Activity:

Indiana Department of Workforce Development.

We have notified the IDWD office and asked for their help in sending applicants to us. Whenever positions become available with the company, we notify them.

4. Type of Activity:

Internship/Training Program.

We have established an internship program for on-air, sales and office work. We have notified the public through television interviews, the mayor's office, NAACP, IDWD, local schools and colleges, on-air announcements and our company web site whenever openings for internships become available. All interns must be in a structured school program so that we can provide feedback to their teachers. They are trained in the specific positions at the radio stations for which they are interns (on-air, sales and clerical).

Name and Title of Person Who Prepared Report: Karen Travis, President

Signature 

Date: March 30, 2004

Telephone: 260-969-3811

²As outreach efforts can be undertaken over a two year period, provide an appropriate explanation if no outreach was conducted during the reporting period.