

KUZZ(AM), KUZZ-FM & KCWR(FM)
EEO PUBLIC FILE REPORT
August 1, 2010 – July 31, 2011

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-22	22
Receptionist	1-22	1

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	Bakersfield California Newspaper (<i>including posting on newspaper website, bakersfield.com</i>) Susan Moore P.O. Bin 440, Bakersfield, Ca. 93302 (661)395-7305	Y	7
2	Bakersfield Adult School Gena Lieske 501 S. Mt. Vernon Ave., Bakersfield, Ca. 93307 (661)835-1855	Y	0
3	Cal State University of Bakersfield William Perry 9001 Stockdale Hwy, Bakersfield, Ca.93311 (661)664-2011	Y	0
4	San Joaquin Valley College Shelley McKinzie 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	Taft College Carla LaCotts 29 Emmons Park Drive, Taft, Ca. 92368 (661)746-5382	Y	0
6	Martin Luther King Community Center Cheryl Claybourn 1000 S. Owens Street, Bakersfield, Ca. 93307 (661)322-9874	Y	0
7	Bakersfield Association for Retarded Citizens Carol Tucker 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
8	EDD Career Service Center Linda Whipple 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2602	Y	0
9	Kern County Mental Health Kristie Curtright 804 Coyote Springs Dr., Bakersfield, Ca. 93312 (661)587-0926	Y	0
10	Kern High School District Lora Boler 5801 Sundale Ave., Bakersfield, Ca. 93309 (661)827-3301	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
11	Cerros Coso Community College Erie Johnson 5520 Lake Isabella Blvd., Lake Isabella, Ca. 93240 (760)379-5501	Y	0
12	Mexican American Opportunity Foundation Magda Menendez 2001 28 th Street, Bakersfield, Ca. 93301 (661)861-2800	Y	0
13	Santa Barbara College Marcus Barnette 211 S. Real Rd., Bakersfield, Ca. 93309 (661)835-1100	Y	0
14	Bakersfield College Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
15	B-Glad Deaf Services S. Taylor 1527 19 th Street, Bakersfield, Ca. 93301 (661)327-3781	Y	0
16	Regional Occupational Center Michelle Summers 501 S. Mount Vernon Ave., Bakersfield, Ca. 93307 (661)831-3327	Y	0
17	KUZZ.com Website 3223 Sillect Ave. Bakersfield, Ca. 93308 (661)326-1011	N	3
18	Word-of-Mouth Referral	N	3
19	Internal Posting	N	1
20	Walk-Ins/Self-Referral	N	1
21	Southern California Broadcasters Association 5670 Wilshire Blv., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	Y	0
22	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On May 24, 2011 our station participated in the Kern County Veterans job fair. Station participants included our HR Director, who met with veterans and other attendees to explain the qualifications and requirements needed to work in radio.
2	Participate in event/program sponsored by an educational organization relating to broadcast careers	On May 19, 2011, our HR Assistant met with students at a San Joaquin Valley College career day to explain the qualifications and educational requirements needed to work in radio.
3	Participate in event/program sponsored by an educational institution relating to broadcast careers	On May 6, 2011, our KUZZ personality served as the speaker for the Greater Bakersfield Chamber of Commerce Youth Leadership program 2011 commencement ceremony.
4	Participate in scholarship program designed to assist students interested in a career in broadcasting	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing employees of member stations attending college classes beneficial to their broadcasting career to achieve an advance degree with \$500. Our general manager serves as a board member to the association and, in this duty, reviewed applications for the 2011-2012 scholarship. Our stations also posted scholarship applications at our facilities.
5	Participate in event/program sponsored by an educational organization relating to broadcast careers	On April 13, 2011, our HR Director met with students at the Cal State of Bakersfield career day to explain the qualifications and educational requirements needed to work in radio.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in event/program sponsored by an educational organization relating to broadcast careers	On April 6, 2011, our HR Director met with students at a Bakersfield College career day to explain the qualifications and educational requirements needed to work in radio.
7	Host an event/program sponsored by an educational institution relating to broadcast careers	On March 21, 2011, our station hosted journalism students from Bakersfield College. As part of the students' agenda, a KUZZ on-air personality and News Director demonstrated how a newscast gets on the air.
8	Participate in event/program sponsored by an educational institution relating to broadcast careers	On October 21, 2010, a KUZZ on-air personality spoke to a public speaking class at the Cal State of Bakersfield on careers in broadcasting.