

KUZZ(AM), KUZZ-FM & KCWR(FM)
EEO PUBLIC FILE REPORT
August 1, 2008 – July 31, 2009

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
Advertising Account Executive	1-25	23

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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
1	Bakersfield California Newspaper Linda Petrie P.O. Bin 440, Bakersfield, Ca. 93302 (661)395-7305	Y	5
2	Bakersfield Rescue Mission Jenne Bayus 820 E. 21 st Street, Bakersfield, Ca. 93305 (661)325-4565	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 Joyce Meyers 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	Taft College Korina Rawls 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 C. Tucker 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
8	Hispanic Am. for fairness in Media S. Moreno 5400 E. Olympic Blvd. #250, Los Angeles, C. 90022 (716)587-3121	Y	0
9	Center for Professional Development Frank Troy 2101 K Street, Bakersfield, Ca. 93309 (661)832-5798	Y	0

¹ The interviewees included herein were generated from recruitment efforts (and interviews) conducted during the prior reporting period. Those efforts produced multiple hires, including the account executive position reported in Section I. Out of an abundance of caution, the related pool of interviewees are reported twice, once in the 2008 EEO Public File Report and, again, in this 2009 EEO Public File Report.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period ¹
10	Career Service Center Charles West 5121 Stockdale Hwy, Bakersfield, Ca. 93309 (661)398-9675	Y	0
11	El Popular Pamela Cotero 212 Goodman Street, Bakersfield, Ca. 93305 (661)398-1000	Y	0
12	Career Service Center Sophia Dising 10215 Stobaugh Street, Lamont, Ca. 93241 (661)336-6800	Y	0
13	Mexican American Opportunity Foundation Janice Thorp 2001 28 th Street, Bakersfield, Ca. 93301 (661)861-2800	Y	0
14	Santa Barbara College C. Salinas 211 S. Real Rd., Bakersfield, Ca. 93309 (661)835-1100	Y	0
15	Bakersfield Homeless Center Tom Scott 1600 Truxtun Ave., Bakersfield, Ca. 93301 (661)322-9294	Y	0
16	Bakersfield EDD Frank Salinas 1924 Q Street, Bakersfield, Ca. 93301 (661)395-2600	Y	0
17	El Mexicalo Newspaper L. Manzano 931 Niles Street, Bakersfield, Ca. 93305 (661)323-9334	Y	0
18	Job Corp. Lupe Banda 1727 19 th Street, Bakersfield, Ca. 93301 (661)864-0209	Y	0
19	Bakersfield College Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
20	State Dept. of Rehab. Mechele Monji-Carter 1405 Commercial Way #120, Bakersfield, Ca. 93309 (661)395-2525	Y	0
21	B-Glad Deaf Services S. Taylor 1527 19 th Street, Bakersfield, Ca. 93301 (661)327-3781	Y	0
22	KUZZ.com Website 3223 Sillect Ave. Bakersfield, Ca. 93308	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period ¹
	(661)326-1011		
23	Word-of-Mouth Referral	N	4
24	Internal Posting	N	0
25	Walk-Ins/Self-Referral	N	0
26	Southern California Broadcasters Association 5670 Wilshire Blv., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	Y	0
27	Radio & Records, Inc. Karen Mumaw 10100 Santa Monica Blvd., 5 th Floor, Los Angeles, Ca. 90067-4004, (310) 788-1621	Y <i>(management-level positions only)</i>	0
28	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event/program sponsored by an educational organization relating to broadcast careers	On April 22, 2009, our HR Director met with students at a Cal State University Bakersfield career day to explain the qualifications and educational requirements needed to work in radio.
2	Participate in job fair	On April 21, 2009, our stations 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.
3	Participate in event/program sponsored by an educational organization relating to broadcast careers	On April 1, 2009, our HR Director met with students at a Bakersfield College career day to explain the qualifications and educational requirements needed to work in radio.
4	Participate in scholarship program	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing employees of member stations attending college 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 2008-2009 scholarship. Our stations also posted scholarship applications at our facilities.
5	Participate in scholarship program	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing children of employees of member stations attending college to achieve advance degree with \$1,000. Our general manager serves as a board member to the association and, in this duty, reviewed applications for the 2008-2009 scholarship. Our stations also posted scholarship applications at our facilities.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in event/program sponsored by an community organization relating to broadcast careers	In November 2008, our Community Service Director spoke at Greater Bakersfield Chambers on Commerce with 31 business leaders on career opportunities in broadcasting.
7	Participate in event/program sponsored by an educational organization relating to broadcast careers	In December 2008, two of our Radio Announcers joined Cal State University athletes at an assembly at the Downtown School to speak on careers in broadcasting.
8	Participate in event/program sponsored by an community organization relating to broadcast careers	In May 2009, our KUZZ personality served as the speaker for the Greater Bakersfield Chamber of Commerce Youth Leadership program 2009 commencement, ceremony speaking on careers in broadcasting.
9	Management-level training regarding equal employment opportunity and preventing discrimination	On February 20, 2009 California Broadcasters Association provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
10	Participate in event/program sponsored by an educational organization relating to broadcast careers	On April 24, 2009, our HR Director met with students at a Regional Occupational Center career day to explain the qualifications and educational requirements needed to work in radio.