

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
 KWNN(FM), KJOY(FM) and KESP(AM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2015 – July 31, 2016**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive (Brandy Perez)	18	18
Account Executive (Gerardo Gonzalez)	18	18
Account Executive (Pam Beard)	18	18
Programming Director KHOP (Angie Good)	13,17	17
Assistant Engineer (Brian Metcalf)	13,18,17	17
On Air Mid Days KATM (Scott Smith)	13,17	13

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
 KWNN(FM), KJOY(FM) and KESP(AM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2015 – July 31, 2016**

**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	<b>NAACP/Stanislaus County</b> Beverly Gilchrist P.O. Box 5224 Modesto, CA 95351 (866) 63-NAACP	No	0
2	<b>University of the Pacific Career Resource Center</b> John Carvana 3601 Pacific Avenue Stockton, CA 95211 (209) 946-2344	No	0
3	<b>Hispanic Chamber of Commerce</b> Theresa Clarke 1114 J Street Modesto, CA 95354 (209) 549-1140	No	0
4	<b>NAACP/San Joaquin County</b> P.O. Box 907 Stockton, CA 95201 (866) 63-NAACP	No	0
5	<b>San Joaquin Delta College</b> Jazmin Amen 5151 Pacific Avenue Stockton, CA 95207 (209) 954-5614	No	0
6	<b>Stanislaus Dept. of Employment Training Career Development</b> Britt Moore P.O. Box 3091 Modesto, CA 95353 (209) 567-4985	No	0

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
 KWNN(FM), KJOY(FM) and KESP(AM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2015 – July 31, 2016**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Modesto Junior College Career Development Center</b> Claudia Ramirez 435 College Avenue Modesto, CA 95350 (209) 575-6239	No	0
8	<b>Stanislaus Dept. of Employment Training Job Placement</b> Norma Torres-Manriquez P.O. Box 3091 Modesto, CA 95353 (209) 567-4985	No	0
9	<b>Stanislaus Career Network</b> Kristy Feliciano P.O. Box 3389 Modesto, CA 95353 (209) 558-2113	No	0
10	<b>Ziprecruiter</b> <i>www.Ziprecruiter.com</i> <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
11	<b>Linkedin.com</b>	No	0
12	<b>Internal Job Posting</b>	3	0
13	<b>All Access</b> 28955 Pacific Coast Hwy. Malibu, CA 90265 (310) 457-6616 allaccess.com	22	1
14	<b>Internal Transfer/Promotion</b>	No	0
15	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	0
16	<b>Craigslist</b> modesto.craigslist.org stockton.craigslist.org.	No	0
17	<b>Word-of-Mouth Referral</b>	4	2
18	<b>Indeed.com</b>	4	3

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
 KWNN(FM), KJOY(FM) and KESP(AM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2015 – July 31, 2016**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>ITT Technical Institute</b> 16916 South Harlan Road Lathrop, CA 95330 (209)858-0077 vkayna@itt-tech.edu	No	0
20	<b>MTI College</b> 5221 Madison Ave Sacramento, CA 95841 (916)339-1500 jhoang@mticollege.edu	No	0
21	<b>Market Open House on site</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			0

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
 KWNN(FM), KJOY(FM) and KESP(AM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2015 – July 31, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description o Activity</b>
1	Participate in Job Fair	On January 26, 2016, our SEU participated in the Annual HIREvent at the University Plaza Waterfront Hotel in Stockton, California. An SEU representative spoke with attendees about career opportunities in broadcasting and job openings with in the SEU and collected resumes from those who expressed interest. SEU participants included our Promotions Director.
2	Participate in Job Fair	On March 29, 2016, our SEU participated in the Annual HIREvent at the Clarion Inn Conference Center in Modesto, California. An SEU representative spoke with attendees about career opportunities in broadcasting and job openings with in the SEU and collected resumes from those who expressed interest. SEU participants included our Promotions Director.
3	Internship Program- Miguel Sandoval	Our SEU hosts an internship program designed to provide interested students with the skills and experience they need to find a job in the broadcast industry while obtaining school credit. During this reporting period, our SEU hosted two student interns from the University of the Pacific. These students were supervised by our Morning On-Air Personality and assisted with a variety of tasks including but not limited to live remote broadcasts; the execution of promotional events; and on-going and special projects. They also participated in team functions and SEU events.
4	Host event/program sponsored by an educational institution related to careers in broadcasting (4+) Richard Perrotti and Bob Berger	Our Operations Manager spoke at Sierra High School and our Market Manager spoke at Delta College about opportunities for students to observe the world of commercial radio broadcasting. Throughout this reporting period, our office conducted tours of our facilities for interested students and youth groups.
5		Recruitment spot for Account Executives using on-air spots on all stations in market from 8/17/15 – 9/27/15. Promotion of recruitment open house on 10/7/15.
5		Market open house held as the station for Account Executive positions on October 7, 2015 starting at

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
KWNN(FM), KJOY(FM) and KESP(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2015 – July 31, 2016**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description o Activity</b>
		6pm.