

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
KWNN(FM), KJOY(FM) and KESP(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2012 – July 31, 2013**

**I. VACANCY LIST**

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

| <b>Job Title</b>  | <b>Recruitment Sources (“RS”)<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-------------------|--|-------------------------------|
| Account Executive | 10-11, 13, 15-16, 18                                       | 15                            |
| Account Executive | 10-11, 13, 15-16, 18                                       | 15                            |
| Account Executive | 10-11, 13, 15-16, 18                                       | 15                            |
| Account Executive | 10-11, 13, 15-16, 18                                       | 18                            |
| Account Executive | 10-11, 13, 15-16, 18                                       | 11                            |
| IT Director       | 10-14, 16-20   | 14                            |

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| RS<br>Number | RS Information   | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of<br>Interviewees<br>Referred by RS<br>Over<br>Reporting<br>Period |
|--------------|--|--|---|
| 1            | <b>NAACP/Stanislaus County</b><br>Beverly Gilchrist<br>P.O. Box 5224<br>Modesto, CA 95351<br>(866) 63-NAACP                                  | No   | 0   |
| 2            | <b>University of the Pacific Career Resource Center</b><br>John Carvana<br>3601 Pacific Avenue<br>Stockton, CA 95211<br>(209) 946-2344       | No   | 0   |
| 3            | <b>Hispanic Chamber of Commerce</b><br>Theresa Clarke<br>1114 J Street<br>Modesto, CA 95354<br>(209) 549-1140                                | No   | 0   |
| 4            | <b>NAACP/San Joaquin County</b><br>P.O. Box 907<br>Stockton, CA 95201<br>(866) 63-NAACP  | No   | 0   |
| 5            | <b>San Joaquin Delta College</b><br>Jazmin Amen<br>5151 Pacific Avenue<br>Stockton, CA 95207<br>(209) 954-5614                               | No   | 0   |
| 6            | <b>Stanislaus Dept. of Employment Training Career<br/>Development</b><br>Britt Moore<br>P.O. Box 3091<br>Modesto, CA 95353<br>(209) 567-4985 | No   | 0   |

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| RS<br>Number | RS Information  | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of<br>Interviewees<br>Referred by RS<br>Over<br>Reporting<br>Period |
|--------------|---|--|---|
| 7            | <b>Modesto Junior College Career Development Center</b><br>Claudia Ramirez<br>435 College Avenue<br>Modesto, CA 95350<br>(209) 575-6239   | No   | 0   |
| 8            | <b>Stanislaus Dept. of Employment Training Job Placement</b><br>Norma Torres-Manriquez<br>P.O. Box 3091<br>Modesto, CA 95353<br>(209) 567-4985  | No   | 0   |
| 9            | <b>Stanislaus Career Network</b><br>Kristy Feliciano<br>P.O. Box 3389<br>Modesto, CA 95353<br>(209) 558-2113  | No   | 0   |
| 10           | <b>Ziprecruiter</b><br><i>www.Ziprecruiter.com</i><br><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   | 2   |
| 11           | <b>Linkedin.com</b>   | No   | 5   |
| 12           | <b>Internal Job Posting</b>   | No   | 3   |
| 13           | <b>All Access</b><br>28955 Pacific Coast Hwy.<br>Malibu, CA 90265<br>(310) 457-6616<br>allaccess.com  | No   | 0   |
| 14           | <b>Internal Transfer/Promotion</b>  | No   | 1   |
| 15           | <b>On-Air Announcements</b> <i>(one or more SEU stations)</i>   | No   | 19  |
| 16           | <b>Craigslist</b><br>modesto.craigslist.org<br>stockton.craigslist.org.   | No   | 0   |
| 17           | <b>Word-of-Mouth Referral</b>   | No   | 6   |
| 18           | <b>Indeed.com</b>   | No   | 63  |

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| <b>RS<br/>Number</b>                            | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>Over<br/>Reporting<br/>Period</b> |
|---|--|--|---|
| 19  | <b>ITT Technical Institute</b><br>16916 South Harlan Road<br>Lathrop, CA 95330<br>(209)858-0077<br>vkayna@itt-tech.edu | No   | 4   |
| 20  | <b>MTI College</b><br>5221 Madison Ave<br>Sacramento, CA 95841<br>(916)339-1500<br>jhoang@mticollege.edu               | No   | 2   |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |  | 105   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description o Activity</b>   |
|---|--|---|
| 1 | Participate in Job Fair                                    | On January 29, 2013, 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 12, 2013, 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 | Participate in Job Fair                                    | On May 14, 2013, our SEU participated in the San Joaquin County WorkNet at the Stockton Arena 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.             |
| 4 | Participate in Job Fair                                    | On May 21, 2013, 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.     |
| 5 | Participate in Job Fair                                    | On May 14, 2013, our SEU participated in the San Joaquin County WorkNet at the Stockton Arena 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.             |

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|   | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description o Activity</b>  |
|---|--|--|
| 6 | Participate in Job Fair  | On July 23, 2013, 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.  |
| 7 | Internship Program   | 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. |
| 8 | Host event/program sponsored by an educational institution related to careers in broadcasting (4+) | Our SEU partners with California State University, Stanislaus and its non-commercial, educational radio station KCSS(FM) on an on-going basis to provide access and opportunities for students to observe the world of commercial radio broadcasting. Throughout this reporting period, our local engineer conducted tours of our facilities for interested students and otherwise made himself available on an informal basis for student visits and inquiries.   |