

**KBBY-FM, KHAY(FM), KVYB(FM),
KRRF(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2014-July 31, 2015**

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Receptionist	1-9, 11 13-14,	7
On-Air Personality	1-9, 11-13, 17-18, 21, 24, 48	48
Program Director	1-9, 11-13, 16-44	3
Account Executive	1-9, 11-12, 14-47	4
Chief Engineer	1-12, 14-47	4
Account Executive	1-9, 11-47	13
Account Executive	1-9, 11-12, 14-47	4

**KBBY-FM, KHAY(FM), KVYB(FM),
KRRF(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2014-July 31, 2015**

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	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
2	Station Website Postings <i>(one or more SEU stations)</i>	No	0
3	All Access Website www.allaccess.com	No	17
4	Word-of-Mouth Referral	No	5
5	Craig’s List http://ventura.craigslist.org/	No	14
6	Cumulus Corporate Website www.cumulus.com	No	3
7	Indeed Website www.indeed.com	No	14
8	Internal Posting	No	0
9	California State University–Channel Islands Career Services Management System One University Drive Camarillo, California 93012 Tel: (805) 437-8400	No	0
10	Society of Broadcast Engineers 9102 North Meridian, Suite 150 Indianapolis, IN 46260 Tel: (317) 846-9000 www.sbe.org	No	0
11	Southern California Broadcasters Association (SCBA) 915 L Street, Suite 1150 Sacramento, CA 95814 Tel: (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Cumulus Business Managers BM@cumulus.com	No	0
13	Internal Transfer/Promotion	No	1
14	SEU Job Fairs (<i>see Section III</i>)	No	0
15	Ventura College 4667 Telegraph Road Ventura, CA 93003 Tel: (805) 289-6000	No	0
16	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 Tel: (805) 965-5205	No	0
17	SEU Facebook Page(s)	No	0
18	Linked In Website (<i>not directly contacted by SEU</i>) www.linkedin.com	No	0
19	Black Los Angeles Democrats blacklayoungdems@gmail.com	No	0
20	Ventura County Professional Women's Network P.O. Box 6329 Oxnard, CA 93031 info@vcpwn.org Tel: (866) 275-4134	No	0
21	Simply Hired Website www.simplyhired.com	No	0
22	County of Ventura RAIN project 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
23	Center for Employment Training (CET) 761 S. C Street Oxnard, CA 93030 Fax: (805) 487-7775	No	0
24	Entertainment Careers Website www.entertainmentcareers.net	No	0
25	Ventura County Community College District Website www.vcccd.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	NAACP Youth and College Council Ventura PO Box 5852 Oxnard, CA 93031	No	0
27	Pacific Pride Foundation 819 W Church Street Santa Maria, CA 93458 Tel: (805) 349-9947	No	0
28	Employment Development Department (EDD) Ventura Job & Career Center 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
29	El Concilio del Condado de Ventura 301 S. C Street Oxnard, CA 93030 Tel: (805) 486-9777, Fax: (805) 486-9881	No	0
30	Mexican American Opportunity Foundation 701 South C Street, Suite A Oxnard, CA 93030 Tel: (805) 385-3789, Fax: (805) 385-3792	No	0
31	Navy Spouses–Fleet and Family Support Center Irene.tirella.ctr@navy.mil	No	0
32	Women's Economic Ventures (Oxnard/Ventura) 290 Maple Court, Suite 158 Ventura CA 93003 info@wevonline.org	No	0
33	Ser-Jobs for Progress Inc. 1136 East Montecito Street Santa Barbara CA 93103 (805) 966-6079 ser.jobsforprogress@gmail.com	No	0
34	Adolescent Family Life Program-Ventura County Health Care Agency 2240 East Gonzales Road, Suite 250 Oxnard, CA 93036 Fax: (805) 981-5260	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC) 5200 Valentine Road Ventura, CA 93003 Tel: (805) 289-7925, Fax: (805) 289-7931	No	0
36	American Muslims Job Network Contact: Dawar Naqvi amjn@amjn.org	No	0
37	Los Angeles Gay & Lesbian Center McDonald/Wright Building, 1625 N. Shrader Boulevard Los Angeles, CA 90028 jobs@lagaycenter.org	No	0
38	Ummah Jobs Website http://www.ummahjobs.com/ mail@ummahjobs.com	No	0
39	Native Hire Website http://www.nativehire.org/	No	0
40	Asian American Economic Development Enterprise 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 http://aaede.org/ aaedeinfo@gmail.com	No	0
41	Job Korea USA, Inc. 3470 Wilshire Boulevard, Suite 644 Los Angeles, CA 90010 Tel: (213) 384-1004, Fax: (213) 867-9937 jobfair@jobkoreausa.com	No	0
42	Jewish Jobster Website www.jewishjobster.com Ceo@JewishJobster.com	No	0
43	City Career Fair PO Box 2608 Santa Fe Springs, CA 90670 Tel: (562) 409-0056 Fax: (562) 651-9183	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Ventura County Star 5250 Ralston Ventura, CA 93003 Fax (805) 644-1673	No	0
45	Santa Barbara City College (<i>Santa Barbara Career Center</i>) 506 Chapala Street Santa Barbara CA 93101	No	0
46	California Lutheran University Career Services 60 West Olsen Road #2400 Thousand Oaks, CA 91360 clewis@callutheran.edu	No	0
47	University of California-Santa Barbara Counseling and Career Services http://career.sa.ucsb.edu/employers/gaucholink-post-position	No	0
48	Re-Hire (<i>former employee</i>)	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			56

**KBBY-FM, KHAY(FM), KVYB(FM),
KRRF(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2014-July 31, 2015**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU hosts an ongoing 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 three (3) student interns as follows:</p> <ul style="list-style-type: none"> • one (1) from Moorpark Junior College; • one (1) from California Lutheran University; • one (1) from the University of California-Santa Barbara. <p>These student interns were supervised by our Promotions Director. While duties vary, our interns assisted with live remote broadcasts; the execution of promotional events; and, on-going and special projects. They also participated in team functions and SEU events.</p>
2	Participate in Job Fair	<p>On October 16, 2014, our SEU participated in the Fall Career Fair at Pepperdine University. Our SEU ran promotional advertisements on its stations and posted event details on its websites. SEU representatives spoke with interested students about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in event/program sponsored by a community organization related to careers in broadcasting	On October 18, 2014, members of our SEU attended the Making Strides Against Cancer Mega Mixer in Santa Barbara. Our SEU ran promotional advertisements on its stations and posted event details on its websites. SEU representatives spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Sales Manager.
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 3, 2015, members of our SEU participated in the Media Mixer at Pepperdine University. Our SEU ran promotional advertisements on its stations and posted event details on its websites. SEU representatives spoke with interested media studies students about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Market Manager, Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.
5	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On April 15, 2015, our SEU participated in the Fleet & Family Support Center Spring Career Fair 2015 at the Port Hueneme Naval Base Ventura County. Our SEU ran promotional advertisements on its stations and posted event details on its websites. SEU representatives met with interested students about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.