

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2016-July 31, 2017**

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, 16-21, 25, 31-33, 36-42, 46-47	7
Account Executive	2-8, 11-12, 14, 18, 21	4
Assistant Business Manager	1-9, 11-13, 16-21, 25, 31-33, 36-42, 46-47	7
Account Executive	2-8, 11-12, 14, 18, 21	4
Account Executive	2-8, 11-12, 14, 18, 21	4
KVYB-FM Program Director	2-9, 11-13, 16-21, 25, 31-33, 36-42, 46-47	3
Chief Engineer	1-9, 11-13, 16-21, 25, 31-33, 36-42, 46-47	6
Afternoon Drive Host on KRUZ-FM	3-4, 6, 8, 17	3

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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	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
2	Station Website Postings <i>(one or more SEU stations)</i>	No	1
3	All Access Website www.allaccess.com	No	18
4	Word-of-Mouth Referral	No	13
5	Craig's List http://ventura.craigslist.org/	No	2
6	Cumulus Corporate Website www.cumulus.com	No	4
7	Indeed Website www.indeed.com	No	20
8	Internal Posting	No	0
9	California State University – Channel Islands Career Services Management System One University Drive Camarillo, California 93012 (805) 437-8400	No	1
10	Society of Broadcast Engineers 9102 North Meridian, Ste. 150 Indianapolis, IN 46260 (317) 846-9000 www.sbe.org	No	1
11	Southern California Broadcasters Association (SCBA) 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	0
12	Cumulus Business Managers BM@cumulus.com	No	0
13	Internal Transfer/Promotion	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	SEU Job Fairs (<i>see Section III</i>)	No	0
15	Ventura College 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0
16	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
17	SEU Facebook Page(s)	No	2
18	Linked In Website (<i>not directly contacted by SEU</i>) www.linkedin.com	No	6
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 (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
26	NAACP Youth and College Council Ventura PO. Box 5852 Oxnard, CA 93031	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Pacific Pride Foundation 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
28	Employment Development Department (EDD) Ventura Job & Career Center Address: 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
29	El Concilio del Condado de Ventura Address: 301 S. C Street Oxnard, CA 93030 Telephone: (805) 486-9777 Fax: (805) 486-9881	No	0
30	Mexican American Opportunity Foundation Address: 701 South C Street, Suite A, Oxnard, CA 93030 Telephone: (805) 385-3789 Fax: (805) 385-3792	No	0
31	Job postings for Navy Spouses – Fleet and Family Support Center Irene.tirella.ctr@navy.mil	No	0
32	Women's Economic Ventures (Oxnard/Ventura) info@wevonline.org 290 Maple Court, Suite 158 Ventura CA 93003	No	0
33	Ser-Jobs for Progress Inc. 1136 East Montecito Street, Santa Barbara CA 93103 Telephone: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
34	Adolescent Family Life Program – Ventura County Health Care Agency Address: 2240 East Gonzales Road, Suite 250 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) Address: 5200 Valentine Road Ventura, CA 93003 Telephone: (805) 289-7925 Fax: (805) 289-7931	No	0
36	American Muslims Job Network http://amjn.org/ Dawar Naqvi: amjn@amjn.org	No	0
37	L.A. Gay & Lesbian Center jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shradar Blvd. Los Angeles, CA 90028	No	0
38	Ummah Jobs mail@ummahjobs.com http://www.ummahjobs.com/	No	0
39	Native Hire 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 aaedeinfo@gmail.com http://aaede.org/	No	0
41	Job Korea USA, Inc. 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Jewish Jobster www.jewishjobster.com Ceo@JewishJobster.com	No	0
43	City Career Fair Fax: (562) 651-9183	No	0
44	Ventura County Star 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
45	Santa Barbara City College (Santa Barbara Career Center) Address: 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	2
47	UCSB Counseling and Career Services http://career.sa.ucsb.edu/employers/gaucholink-post-position	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			70

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	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 one student intern from Ventura College who was supervised by our Promotions Director. While duties generally vary, our intern assisted with live remote broadcasts, the execution of promotional events, and on-going and special projects. The intern also participated in team functions and SEU events.
2	Participate in Job Fair	On August 20, 2016 our SEU participated in the Job Fair at Cal Lutheran University. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.
3	Participate in Job Fair	On April 18, 2017 our SEU participated in the Career Fair at Ventura College. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Job Fair	On April 22, 2017, our SEU participated in the Career Fair at Santa Barbara City College. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.
5	Participate in event/program sponsored by a community organization related to careers in broadcasting	On May 8, 2017 our SEU attended a live remote at Food Share. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included Promotions and Marketing Director and Promotions Assistants.
6	Participate in event/program sponsored by a community organization related to careers in broadcasting	On July 15, 2017, our SEU attended a live remote at the Camarillo Street Fair. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included Promotions and Marketing Director and Promotions Assistants.

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Receptionist	1-9, 11-13, 16-21 ,25 ,31-33, 36-42, 46-47	13
Sales Assistant	1-9, 11-13, 16-21 ,25 ,31-33, 36-42, 46-47	5
Account Executive	2-8, 11-12, 14, 18, 21	18
Promotions Assistant	2-9, 11-13, 16-21 ,25 ,31-33, 36-42, 46-47	13
On Air	3-4, 6, 8, 17	3
Account Executive	2-8, 11-12, 14, 18, 21	4

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	SEU Job Fairs (<i>see Section III</i>)	No	0
15	Ventura College 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0
16	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (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	5
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 (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
26	NAACP Youth and College Council Ventura PO. Box 5852 Oxnard, CA 93031	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Pacific Pride Foundation 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
28	Employment Development Department (EDD) Ventura Job & Career Center Address: 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
29	El Concilio del Condado de Ventura Address: 301 S. C Street Oxnard, CA 93030 Telephone: (805) 486-9777 Fax: (805) 486-9881	No	0
30	Mexican American Opportunity Foundation Address: 701 South C Street, Suite A, Oxnard, CA 93030 Telephone: (805) 385-3789 Fax: (805) 385-3792	No	0
31	Job postings for Navy Spouses – Fleet and Family Support Center Irene.tirella.ctr@navy.mil	No	0
32	Women's Economic Ventures (Oxnard/Ventura) info@wevonline.org 290 Maple Court, Suite 158 Ventura CA 93003	No	0
33	Ser-Jobs for Progress Inc. 1136 East Montecito Street, Santa Barbara CA 93103 Telephone: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
34	Adolescent Family Life Program – Ventura County Health Care Agency Address: 2240 East Gonzales Road, Suite 250 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
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36	American Muslims Job Network http://amjn.org/ Dawar Naqvi: amin@amjn.org	No	0
37	L.A. Gay & Lesbian Center jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shrader Blvd. Los Angeles, CA 90028	No	0
38	Ummah Jobs mail@ummahjobs.com http://www.ummahjobs.com/	No	0
39	Native Hire 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 aaedeinfo@gmail.com http://aaede.org/	No	0
41	Job Korea USA, Inc. 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Jewish Jobster www.jewishjobster.com Ceo@JewishJobster.com	No	0
43	City Career Fair Fax: (562) 651-9183	No	0
44	Ventura County Star 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
45	Santa Barbara City College (Santa Barbara Career Center) Address: 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	UCSB Counseling and Career Services http://career.sa.ucsb.edu/employers/gaucholink-post-position	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	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 one student intern from Ventura College who was supervised by our Promotions Director. While duties generally vary, our intern assisted with live remote broadcasts, the execution of promotional events, and on-going and special projects. The intern also participated in team functions and SEU events.
2	Participate in Job Fair	On October 21, 2015, our SEU participated in the Career Fair at Santa Barbara City College. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.

	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 10, 2015, our SEU attended a live remote at the Making Strides for Breast Cancer event at the Ventura Harbor. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included the Promotions and Marketing Director, and Promotions Assistants.
4	Participate in event/program sponsored by a community organization related to careers in broadcasting	On October 16, 2015, our SEU attended a live remote at a local retailer. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Promotions Assistants.
5	Participate in event/program sponsored by a community organization related to careers in broadcasting	On October 17, 2015, our SEU attended a live remote at a local retailer. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Promotions Assistants.
6	Participate in event/program sponsored by a community organization related to careers in broadcasting	On January 15, 2016, our SEU attended an event at UCSB. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included our Promotions and Marketing Director and Promotions Assistants.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Participate in Job Fair	On January 23, 2016, our SEU participated in the Career Fair at the Simi Valley Adult School and Career Center. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.
8	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 5, 2016 our SEU attended a live remote at the AIDS walk. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included Promotions and Marketing Director and Promotions Assistants.
9	Participate in Job Fair	On March 29, 2016, our SEU participated in the Career Fair at the Thousand Oaks Department of Rehabilitation. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.
10	Participate in Job Fair	On April 27, 2016 our SEU participated in the Career Fair at Ventura College. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Participate in event/program sponsored by a community organization related to careers in broadcasting	On May 13, 2016 our SEU attended a live remote at Food Share. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included Promotions and Marketing Director and Promotions Assistants.
12	Participate in event/program sponsored by a community organization related to careers in broadcasting	On June 12, 2016 our SEU attended a live remote at a local retailer. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included Promotions and Marketing Director and Promotions Assistants.
13	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager, Operations Manager, Assistant Business Manager, and Business Manager were active attendees in that seminar.
14	Participate in event/program sponsored by a community organization related to careers in broadcasting	On July 9, 2016, our SEU attended a live remote at the Camarillo Street Fair. SEU representatives sat at the Cumulus table and spoke with interested applicants about career opportunities in broadcasting as well as internships and job opportunities within the SEU. SEU participants included Promotions and Marketing Director and Promotions Assistants.