

**KBBY-FM, KHAY(FM), KVYB(FM),  
KRUZ(FM) and KVEN(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2020-July 31, 2021**

**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>
Promotions Coordinator	4-9, 11-13, 15-16, 18-47	7

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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	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
2	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
3	<b>All Access Website</b> www.allaccess.com	No	0
4	<b>Word-of-Mouth Referral</b>	No	0
5	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.net	No	3
6	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) www.indeed.com	No	2
7	<b>Internal Posting</b>	No	0
8	<b>Southern California Broadcasters Association (SCBA)</b> 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 <a href="http://www.scba.com">www.scba.com</a> Contact: Ellen Dostal edostal@scba.com	No	0
9	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
10	<b>Internal Transfer/Promotion</b>	No	0
11	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
12	<b>Ventura College</b> 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	<b>Santa Barbara Independent Newspaper</b> 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
14	<b>SEU Facebook Page(s)</b>	No	0
15	<b>Black Los Angeles Democrats</b> blacklayoungdems@gmail.com	No	0
16	<b>Ventura County Professional Women's Network</b> P.O. Box 6329 Oxnard Ca, 93031 info@vcpwn.org (866) 275-4134	No	0
17	<b>Glassdoor Website</b> www.glassdoor.com	No	0
18	<b>County of Ventura RAIN project</b> 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
19	<b>Center for Employment Training (CET)</b> 761 S. C Street Oxnard, CA 93030 Fax: (805) 487-7775	No	0
20	<b>Entertainment Careers Website</b> www.entertainmentcareers.net	No	0
21	<b>Ventura County Community College District Website</b> www.vcccd.edu	No	0
22	<b>NAACP Youth and College Council Ventura</b> PO. Box 5852 Oxnard, CA 93031	No	0
23	<b>Pacific Pride Foundation</b> 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
24	<b>Employment Development Department (EDD)</b> Ventura Job & Career Center 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
25	<b>East Ventura Job and Career Center</b> 2900 Madera Road Simi Valley, CA 93065	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>Mexican American Opportunity Foundation</b> 701 South C Street, Suite A, Oxnard, CA 93030 Tel: (805) 385-3789 Fax: (805) 385-3792	No	0
27	<b>Ser-Jobs for Progress Inc.</b> 1136 East Montecito Street, Santa Barbara CA 93103 Tel: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
28	<b>Minority Professional Network</b> PO Box 55399 Atlanta, GA 30308	No	0
29	<b>Ventura Unified School District (VUSD) Ventura Adult &amp; Continuing Education / Technology Development Center (TDC)</b> 5200 Valentine Road Ventura, CA 93003 Tel: (805) 289-7925 Fax: (805) 289-7931	No	0
30	<b>L.A. Gay &amp; Lesbian Center</b> jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shradder Blvd. Los Angeles, CA 90028	No	0
31	<b>Ventura College</b> 4667 Telegraph Road Ventura, CA 93003	No	0
32	<b>Asian American Economic Development Enterprise</b> 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 aaedeinfo@gmail.com http://aaede.org/	No	0
33	<b>Job Korea USA, Inc.</b> 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0
34	<b>Jewish Jobster</b> www.jewishjobster.com Ceo@JewishJobster.com	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	<b>Ventura Job and Career Center</b> 4657 Telephone Road Ventura, CA 93003	No	0
36	<b>Ventura County Star</b> 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
37	<b>Santa Barbara City College</b> <b>Santa Barbara Career Center</b> 506 Chapala Street Santa Barbara CA 93101	No	0
38	<b>California Lutheran University Career Services</b> 60 West Olsen Road #2400 Thousand Oaks, CA 91360 clewis@callutheran.edu	No	0
39	<b>Workforce Resource Center</b> 130 East Ortega Street Santa Barbara, CA 93101	No	0
40	<b>West Oxnard Job and Career Center</b> 2901 N Ventura Road Oxnard, CA 93036	No	0
41	<b>Oxnard College Job and Career Center</b> 4000 South Rose Avenue Oxnard, CA 93033	No	0
42	<b>Adzuna website</b> www.adzuna.com	No	0
43	<b>JobisJob website</b> www.jobisjob.com	No	0
44	<b>Myjobhelper website</b> www.myjobhelper.com	No	0
45	<b>Oodle website</b> www.oodle.com	No	0
46	<b>The Job Spider website</b> www.jobspider.com	No	0
47	<b>Trovit website</b> www.trovit.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	On March 2, 2021, our Our Market, Business, and Assistant Business Managers participated in a training session sponsored by the California Broadcaster’s Association, entitled, <i>The FCC EEO Rules and How to Survive Them</i> . The training provided best practices to stay on top of the FCC’s EEO requirements. Participants were provided with the manual, <i>EEO Regulations for Broadcasters</i> following the session to refer to when questions arise.
<b>2</b>	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 26, 2021, our SEU’s Dedicated Digital Expert participated in the California State University-Channel Islands virtual job fair, during which she spoke with the students about career opportunities in broadcasting, emphasizing the ever-increasing role technology plays in the industry, as well as job openings within the SEU.
<b>3</b>	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 10, 2021, our SEU’s Business and Assistant Business Managers participated in the California Lutheran University virtual job fair, during which they spoke with students about career opportunities in broadcasting as well as job openings within the SEU. Our Business Manager prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 19, 2021, our SEU's Business Manager participated in the Arizona State University virtual job fair, during which she spoke with students about career opportunities in broadcasting as well as job openings within the SEU. She prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.
5	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On June 24, 2021, the SEU's Dedicated Digital Expert and Local Sales Manager attended the Ventura Chamber of Commerce job fair, which took place at the Crowne Plaza Hotel in Ventura. They spoke with attendees about career opportunities in broadcasting, emphasizing the ever-increasing role technology plays in the industry, as well as job openings within the SEU.
6	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Training is always available to SEU staff who are interested in advancing within the Company and, most recently, significant cross-training was conducted as a result of the COVID-19 pandemic. The furloughs and lay-offs which effected this SEU required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time.</p> <p>A specific example of this training is as follows: our Business Manager taught our Assistant Business Manager and Continuity Coordinator how to handle incoming orders and invoices for political advertising, which included uploading orders and invoices into the Stations' online public files in the absence of the Business Manager. This task is critical since the FCC has emphasized its importance as well as the consequences if political documents are not consistently uploaded properly and in a timely fashion.</p>