

**KBBY-FM, KHAY(FM), KVYB(FM),  
KRRF(FM) and KVEN(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>
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
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”)**

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

<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>
14	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
15	<b>Ventura College</b> 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0
16	<b>Santa Barbara Independent Newspaper</b> 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
17	<b>SEU Facebook Page(s)</b>	No	0
18	<b>Linked In Website</b> ( <i>not directly contacted by SEU</i> ) www.linkedin.com	No	5
19	<b>Black Los Angeles Democrats</b> blacklayoungdems@gmail.com	No	0
20	<b>Ventura County Professional Women's Network</b> P.O. Box 6329 Oxnard Ca, 93031 <a href="mailto:info@vcpwn.org">info@vcpwn.org</a> (866) 275-4134	No	0
21	<b>Simply Hired Website</b> www.simplyhired.com	No	0
22	<b>County of Ventura RAIN project</b> 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
23	<b>Center for Employment Training (CET)</b> 761 S. C Street Oxnard, CA 93030 Fax: (805) 487-7775	No	0
24	<b>Entertainment Careers Website</b> www.entertainmentcareers.net	No	0
25	<b>Ventura County Community College District Website</b> www.vcccd.edu	No	0
26	<b>NAACP Youth and College Council Ventura</b> 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	<b>Pacific Pride Foundation</b> 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
28	<b>Employment Development Department (EDD)</b> Ventura Job & Career Center Address: 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
29	<b>El Concilio del Condado de Ventura</b> Address: 301 S. C Street Oxnard, CA 93030 Telephone: (805) 486-9777 Fax: (805) 486-9881	No	0
30	<b>Mexican American Opportunity Foundation</b> Address: 701 South C Street, Suite A, Oxnard, CA 93030 Telephone: (805) 385-3789 Fax: (805) 385-3792	No	0
31	<b>Job postings for Navy Spouses – Fleet and Family Support Center</b> <a href="mailto:Irene.tirella.ctr@navy.mil">Irene.tirella.ctr@navy.mil</a>	No	0
32	<b>Women's Economic Ventures (Oxnard/Ventura)</b> <a href="mailto:info@wevonline.org">info@wevonline.org</a> 290 Maple Court, Suite 158 Ventura CA 93003	No	0
33	<b>Ser-Jobs for Progress Inc.</b> 1136 East Montecito Street, Santa Barbara CA 93103 Telephone: (805) 966-6079 Email: <a href="mailto:ser.jobsforprogress@gmail.com">ser.jobsforprogress@gmail.com</a>	No	0
34	<b>Adolescent Family Life Program – Ventura County Health Care Agency</b> 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	<b>Ventura Unified School District (VUSD) Ventura Adult &amp; Continuing Education / Technology Development Center (TDC)</b> Address: 5200 Valentine Road Ventura, CA 93003 Telephone: (805) 289-7925 Fax: (805) 289-7931	No	0
36	<b>American Muslims Job Network</b> <a href="http://amjn.org/">http://amjn.org/</a> Dawar Naqvi: <a href="mailto:amjn@amjn.org">amjn@amjn.org</a>	No	0
37	<b>L.A. Gay &amp; Lesbian Center</b> <a href="mailto:jobs@lagaycenter.org">jobs@lagaycenter.org</a> McDonald/Wright Building, 1625 N. Shrader Blvd. Los Angeles, CA 90028	No	0
38	<b>Ummah Jobs</b> <a href="mailto:mail@ummahjobs.com">mail@ummahjobs.com</a> <a href="http://www.ummahjobs.com/">http://www.ummahjobs.com/</a>	No	0
39	<b>Native Hire</b> <a href="http://www.nativehire.org/">http://www.nativehire.org/</a>	No	0
40	<b>Asian American Economic Development Enterprise</b> 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 <a href="mailto:aaedeinfo@gmail.com">aaedeinfo@gmail.com</a> <a href="http://aaede.org/">http://aaede.org/</a>	No	0
41	<b>Job Korea USA, Inc.</b> 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : <a href="mailto:jobfair@jobkoreausa.com">jobfair@jobkoreausa.com</a>	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>
42	<b>Jewish Jobster</b> www.jewishjobster.com <a href="mailto:Ceo@JewishJobster.com">Ceo@JewishJobster.com</a>	No	0
43	City Career Fair Fax: (562) 651-9183	No	0
44	<b>Ventura County Star</b> 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
45	<b>Santa Barbara City College (Santa Barbara Career Center)</b> Address: 506 Chapala Street, Santa Barbara CA 93101	No	0
46	<b>California Lutheran University Career Services</b> 60 West Olsen Road #2400 Thousand Oaks, CA 91360 <a href="mailto:clewis@callutheran.edu">clewis@callutheran.edu</a>	No	0
47	<b>UCSB Counseling and Career Services</b> <a href="http://career.sa.ucsb.edu/employers/gaucholink-post-position">http://career.sa.ucsb.edu/employers/gaucholink-post-position</a>	No	0
48	<b>Glass Door (www.glassdoor.com)</b>	No	0
49	<b>Link Up (www.linkup.com)</b>	No	0

**Total Interviewees Over Reporting Period**

47

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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 (1) student intern from Ventura College, who was supervised by our Promotions Director. While responsibilities varied, the 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.
<b>2</b>	Participate in event/program sponsored by an education institution related to careers in broadcasting	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.
<b>3</b>	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 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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.
7	Participate in event/program sponsored by an education institution related to careers in broadcasting	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.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	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.
<b>9</b>	Participate in event/program sponsored by a state employment institution related to careers in broadcasting	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.
<b>10</b>	Participate in event/program sponsored by an education institution related to careers in broadcasting	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.
<b>11</b>	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>12</b>	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.
<b>13</b>	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.