

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: August 1, 2017 – July 31, 2018.

1) Employment Unit: El Dorado Broadcasters – Victorville, CA

2) Unit Members (Stations and Communities of License):

KATJ (FM) (HD2), George, CA  
KIXA (FM), Lucerne Valley, CA  
KIXW (AM), Apple Valley, CA  
KZXY (FM), Apple Valley, CA

3) EEO Contact Information for Employment Unit:

Mailing Address: El Dorado Broadcasters 12370 Hesperia Road Suite 16 Victorville, CA 92395	Telephone Number: (760)241-1313
	Contact Person/Title: Desiree Alvarez, Business Manager
	E-Mail Address: DesireeAlvarez@EDBroadcasters.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

	Job Title	Recruitment Source
(1)	Account Executive	Indeed
(2)	Account Executive	Walk-In/Self -Referral
(3)	Data Analyst Radio Traffic Manager	Cal Jobs
(4)	General Manager	*exigent circumstance
(5)	Account Executive (Senior)	SCBA
(6)	Account Executive (Senior)	Job Fair

Stations KATJ (FM) (HD2), KIXA (FM), KIXW (AM) and KZXY (FM) are Equal Opportunity Employers.

**5a) Job Title: (1 & 2) Account Executive Referral Source(s) of Hire: (1) Indeed (2) Walk-In/Self-Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
*4EntertainmentJobs.com (9/10/15 – no longer using, changed to pay per post)		<a href="http://www.4EntertainmentJobs.com">www.4EntertainmentJobs.com</a>	P: 562-423-4137		No
AllAccess.com		<a href="http://www.allaccess.com">www.allaccess.com</a>			No
Apple One – San Bernardino Branch	Robert Tager	165 W Hospitality Lane, Suite 23 San Bernardino, Ca 92408 e-mail: RTager@AppleOne.com	P: 909-884-6351 F: 909-888-7037		Yes
Arizona Broadcasters Association		<a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>			No
Barstow Community College Career Center	Tammy McC	2700 Barstow Rd. Barstow, Ca 92311	P: 760-252-2411		Yes
*Brandman University – Victor Valley Campus	Athena Vernon	13911 Park Ave, Suite 100 Victorville, CA 92392 E-mail: <a href="mailto:avernon@brandman.edu">avernon@brandman.edu</a>	P: 760-955-7555 ext. 2590		No
*California Broadcasters Association		<a href="http://www.yourcba.com">www.yourcba.com</a>			No
Career Coaching Services	Robin Rask	P.O. Box 2113 Victorville, CA 92393	P: 760-241-8737		No
Employee Referral				1	No
*Employment Development Department/CAL JOBS		<a href="http://caljobs.ca.gov">caljobs.ca.gov</a>			No
*Goodwill Southern California	Desiree Acuna	14580 Seventh Street Victorville, CA 92395 e-mail: <a href="mailto:DAcuna@goodwillsocal.org">DAcuna@goodwillsocal.org</a>	P : (760)844-5356		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunity">https://www.facebook.com/highdesertcommunity</a>			No
High Desert Hispanic Chamber	Donna Mertens	14286 California Ave. Suite 104 Victorville, Ca 92392 <a href="http://hdhcc.victorville.com">hdhcc.victorville.com</a>	P: 760-241-6661		Yes
*High Desert Jobs		<a href="https://www.facebook.com/highdesertjobs">https://www.facebook.com/highdesertjobs</a>			No
Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>		1	No
Internal Posting/Candidate					No
Job Fair (as described in section 7)				4	No
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>			No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
Radio Business Report & Television Business Report		<a href="http://rbr.com">rbr.com</a> <a href="mailto:Mediapaper1@tvbrepaper.com">Mediapaper1@tvbrepaper.com</a>			No
Radio Ink Classified		<a href="http://www.radioink.wufoo.com">www.radioink.wufoo.com</a>			No
Radio Online		<a href="http://www.radio-online.com">www.radio-online.com</a>			No
*San Bernardino County Workforce Development Department	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcounty.gov">mholtz@wwd.ebcounty.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
San Joaquin Valley College	Adamina McKenzie	9331 Mariposa Road Hesperia, Ca 92345 e-mail: <a href="mailto:Adamina.McKenzie@SJVC.edu">Adamina.McKenzie@SJVC.edu</a>	P : 760-948-1947		No

**Stations KATJ (FM) (HD2), KIXA (FM), KIXW (AM) and KZXY (FM) are Equal Opportunity Employers.**

SEU's Station Websites		<a href="http://katcountry1007.com">katcountry1007.com</a> <a href="http://thefox1065.com">thefox1065.com</a> <a href="http://y102fm.com">y102fm.com</a> <a href="http://talk960.com">talk960.com</a>			No
Southern California Department of Rehabilitation		15415 W. Sand St, Suite 200 Victorville, Ca 92392	P: 760-243-0830		Yes
Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd, Suite 200 Los Angeles, Ca 90036 <a href="http://scba.com">scba.com</a>	P: 323-930-5598 F: 323-932-1425		No
St. John of God	Jacqueline Morgan	13333 Palmdale Rd. Victorville, Ca 92392	P: 760-241-4917 F: 760-241-8911		Yes
*Station Facebook Pages		<a href="https://www.facebook.com/y102fm">https://www.facebook.com/y102fm</a> <a href="https://www.facebook.com/katcountry1007">https://www.facebook.com/katcountry1007</a> <a href="https://www.facebook.com/1065TheFox">https://www.facebook.com/1065TheFox</a>			No
*Traffic Directors Guild of America	Larry Keene	26000 Avenida Aeropuerto, Building 114 San Juan Capistrano CA 92675 E-Mail: <a href="mailto:tdga@cox.net">tdga@cox.net</a>			No
*University of La Verne – High Desert Campus	GeBren Blakely	15447 Anacapa Road, Suite 100 Victorville, CA 92392 e-mail: <a href="mailto:gblakely@laverne.edu">gblakely@laverne.edu</a>	P : 760-843-0086		No
*Victor Valley Community College Career Center		18422 Bear Valley Rd. Victorville, Ca 92395	P: 760-245-4271		Yes
*Victor Valley Jobs		<a href="https://www.facebook.com/VictorValleyJobs">https://www.facebook.com/VictorValleyJobs</a>			No
*Victorville Daily Press	J Baldwin	<a href="http://www.vvdailynews.com">www.vvdailynews.com</a>			No
Walk-In/Self -Referral				1	No

\*Did not use Source for this Recruitment.

**Stations KATJ (FM) (HD2), KIXA (FM), KIXW (AM) and KZXY (FM) are Equal Opportunity Employers.**

**5b) Job Title: (3) Data Analyst Radio Traffic Manager**

**Referral Source(s) of Hire: Cal Jobs**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
*4EntertainmentJobs.com (9/10/15 – no longer using, changed to pay per post)		<a href="http://www.4entertainmentjobs.com">www.4entertainmentjobs.com</a>	P: 562-423-4137		No
AllAccess.com		<a href="http://www.allaccess.com">www.allaccess.com</a>			No
Apple One – San Bernardino Branch	Robert Tager	165 W Hospitality Lane, Suite 23 San Bernardino, Ca 92408 e-mail: RTager@AppleOne.com	P: 909-884-6351 F: 909-888-7037		Yes
Arizona Broadcasters Association		<a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>			No
Barstow Community College Career Center	Tammy Mc	2700 Barstow Rd. Barstow, Ca 92311	P: 760-252-2411		Yes
Brandman University – Victor Valley Campus	Athena Vernon	13911 Park Ave, Suite 100 Victorville, CA 92392 E-mail: <a href="mailto:avernon@brandman.edu">avernon@brandman.edu</a>	P: 760-955-7555 ext. 2590		No
*California Broadcasters Association		<a href="http://www.yourcba.com">www.yourcba.com</a>			No
Career Coaching Services	Robin Rask	P.O. Box 2113 Victorville, CA 92393	P: 760-241-8737		No
Employee Referral				2	No
*Employment Development Department/CAL JOBS		<a href="http://caljobs.ca.gov">caljobs.ca.gov</a>		2	No
Goodwill Southern California	Desiree Acuna	14580 Seventh Street Victorville, CA 92395 e-mail: <a href="mailto:DAcuna@goodwillsocal.org">DAcuna@goodwillsocal.org</a>	P : (760)844-5356		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunity">https://www.facebook.com/highdesertcommunity</a>			No
High Desert Hispanic Chamber	Donna Mertens	14286 California Ave. Suite 104 Victorville, Ca 92392 <a href="http://hdhcc.victorville.com">hdhcc.victorville.com</a>	P: 760-241-6661		Yes
*High Desert Jobs		<a href="https://www.facebook.com/highdesertjobs">https://www.facebook.com/highdesertjobs</a>			No
Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>		2	No
Internal Posting/Candidate				2	No
Job Fair (as described in section 7)					No
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>			No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
Radio Business Report & Television Business Report		<a href="http://rbr.com">rbr.com</a> <a href="mailto:Mediapaper1@tvbrepaper.com">Mediapaper1@tvbrepaper.com</a>			No
Radio Ink Classified		<a href="http://www.radioink.wufoo.com">www.radioink.wufoo.com</a>			No
Radio Online		<a href="http://www.radio-online.com">www.radio-online.com</a>			No
San Bernardino County Workforce Development Department	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcounty.gov">mholtz@wwd.ebcounty.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
San Joaquin Valley College	Adamina McKenzie	9331 Mariposa Road Hesperia, Ca 92345 e-mail: <a href="mailto:Adamina.McKenzie@SJVC.edu">Adamina.McKenzie@SJVC.edu</a>	P : 760-948-1947		No

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SEU's Station Websites		<a href="http://katcountry1007.com">katcountry1007.com</a> <a href="http://thefox1065.com">thefox1065.com</a> <a href="http://y102fm.com">y102fm.com</a> <a href="http://talk960.com">talk960.com</a>			No
Southern California Department of Rehabilitation		15415 W. Sand St, Suite 200 Victorville, Ca 92392	P: 760-243-0830		Yes
Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd, Suite 200 Los Angeles, Ca 90036 <a href="http://scba.com">scba.com</a>	P: 323-930-5598 F: 323-932-1425		No
St. John of God	Jacqueline Morgan	13333 Palmdale Rd. Victorville, Ca 92392	P: 760-241-4917 F: 760-241-8911		Yes
*Station Facebook Pages		<a href="https://www.facebook.com/y102fm">https://www.facebook.com/y102fm</a> <a href="https://www.facebook.com/katcountry1007">https://www.facebook.com/katcountry1007</a> <a href="https://www.facebook.com/1065TheFox">https://www.facebook.com/1065TheFox</a>			No
Traffic Directors Guild of America	Larry Keene	26000 Avenida Aeropuerto, Building 114 San Juan Capistrano CA 92675 E-Mail: <a href="mailto:tdga@cox.net">tdga@cox.net</a>			No
University of La Verne – High Desert Campus	GeBren Blakely	15447 Anacapa Road, Suite 100 Victorville, CA 92392 e-mail: <a href="mailto:gblakely@laverne.edu">gblakely@laverne.edu</a>	P : 760-843-0086		No
Victor Valley Community College Career Center		18422 Bear Valley Rd. Victorville, Ca 92395	P: 760-245-4271		Yes
*Victor Valley Jobs		<a href="https://www.facebook.com/VictorValleyJobs">https://www.facebook.com/VictorValleyJobs</a>			No
*Victorville Daily Press	J Baldwin	<a href="http://www.vvdailynews.com">www.vvdailynews.com</a>			No
Walk-In/Self -Referral				1	No

\*Did not use Source for this Recruitment.

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**5c) Job Title: (4) General Manager Referral Source(s) of Hiree: "Exigent Circumstances"**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
*4EntertainmentJobs.com (9/10/15 – no longer using, changed to pay per post)		<a href="http://www.4EntertainmentJobs.com">www.4EntertainmentJobs.com</a>	P: 562-423-4137		No
*AllAccess.com		<a href="http://www.allaccess.com">www.allaccess.com</a>			No
*Apple One – San Bernardino Branch	Robert Tager	165 W Hospitality Lane, Suite 23 San Bernardino, Ca 92408 e-mail: RTager@AppleOne.com	P: 909-884-6351 F: 909-888-7037		Yes
*Arizona Broadcasters Association		<a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>			No
*Barstow Community College Career Center	Tammy McC	2700 Barstow Rd. Barstow, Ca 92311	P: 760-252-2411		Yes
*Brandman University – Victor Valley Campus	Athena Vernon	13911 Park Ave, Suite 100 Victorville, CA 92392 E-mail: <a href="mailto:avernon@brandman.edu">avernon@brandman.edu</a>	P: 760-955-7555 ext. 2590		No
*California Broadcasters Association		<a href="http://www.yourcba.com">www.yourcba.com</a>			No
*Career Coaching Services	Robin Rask	P.O. Box 2113 Victorville, CA 92393	P: 760-241-8737		No
*Employee Referral					No
*Employment Development Department/CAL JOBS		<a href="http://caljobs.ca.gov">caljobs.ca.gov</a>			No
*Goodwill Southern California	Desiree Acuna	14580 Seventh Street Victorville, CA 92395 e-mail: <a href="mailto:DAcuna@goodwillsocal.org">DAcuna@goodwillsocal.org</a>	P : (760)844-5356		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunity">https://www.facebook.com/highdesertcommunity</a>			No
*High Desert Hispanic Chamber	Donna Mertens	14286 California Ave. Suite 104 Victorville, Ca 92392 <a href="http://hdhcc.victorville.com">hdhcc.victorville.com</a>	P: 760-241-6661		Yes
*High Desert Jobs		<a href="https://www.facebook.com/highdesertjobs">https://www.facebook.com/highdesertjobs</a>			No
*Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>			No
*Internal Posting/Candidate					No
*Job Fair (as described in section 7)					No
*LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>			No
Non-Employee Referral				1	No
*On-Air Announcements (across all SEU stations)					No
*Radio Business Report & Television Business Report		<a href="http://rbr.com">rbr.com</a> <a href="mailto:Mediapaper1@tvbrepaper.com">Mediapaper1@tvbrepaper.com</a>			No
*Radio Ink Classified		<a href="http://www.radioink.wufoo.com">www.radioink.wufoo.com</a>			No
*Radio Online		<a href="http://www.radio-online.com">www.radio-online.com</a>			No
*San Bernardino County Workforce Development Department	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcounty.gov">mholtz@wwd.ebcounty.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
*San Joaquin Valley College	Adamina McKenzie	9331 Mariposa Road Hesperia, Ca 92345 e-mail: <a href="mailto:Adamina.McKenzie@SJVC.edu">Adamina.McKenzie@SJVC.edu</a>	P : 760-948-1947		No

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*SEU's Station Websites		<a href="http://katcountry1007.com">katcountry1007.com</a> <a href="http://thefox1065.com">thefox1065.com</a> <a href="http://y102fm.com">y102fm.com</a> <a href="http://talk960.com">talk960.com</a>			No
*Southern California Department of Rehabilitation		15415 W. Sand St, Suite 200 Victorville, Ca 92392	P: 760-243-0830		Yes
*Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd, Suite 200 Los Angeles, Ca 90036 <a href="http://scba.com">scba.com</a>	P: 323-930-5598 F: 323-932-1425		No
*St. John of God	Jacqueline Morgan	13333 Palmdale Rd. Victorville, Ca 92392	P: 760-241-4917 F: 760-241-8911		Yes
*Station Facebook Pages		<a href="https://www.facebook.com/y102fm">https://www.facebook.com/y102fm</a> <a href="https://www.facebook.com/katcountry1007">https://www.facebook.com/katcountry1007</a> <a href="https://www.facebook.com/1065TheFox">https://www.facebook.com/1065TheFox</a>			No
*Traffic Directors Guild of America	Larry Keene	26000 Avenida Aeropuerto, Building 114 San Juan Capistrano CA 92675 E-Mail: <a href="mailto:tdga@cox.net">tdga@cox.net</a>			No
*University of La Verne – High Desert Campus	GeBren Blakely	15447 Anacapa Road, Suite 100 Victorville, CA 92392 e-mail: <a href="mailto:gblakely@laverne.edu">gblakely@laverne.edu</a>	P : 760-843-0086		No
*Victor Valley Community College Career Center		18422 Bear Valley Rd. Victorville, Ca 92395	P: 760-245-4271		Yes
*Victor Valley Jobs		<a href="https://www.facebook.com/VictorValleyJobs">https://www.facebook.com/VictorValleyJobs</a>			No
*Victorville Daily Press	J Baldwin	<a href="http://www.vvdailypress.com">www.vvdailypress.com</a>			No
*Walk-In/Self -Referral					No

\*Did not use Source for this Recruitment.

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**5c) Job Title: (5 & 6) Account Executive (Senior) Referral Source(s) of Hiree: (5) SCBA (6) Job Fair**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
*4EntertainmentJobs.com (9/10/15 – no longer using, changed to pay per post)		<a href="http://www.4EntertainmentJobs.com">www.4EntertainmentJobs.com</a>	P: 562-423-4137		No
AllAccess.com		<a href="http://www.allaccess.com">www.allaccess.com</a>			No
Apple One – San Bernardino Branch	Robert Tager	165 W Hospitality Lane, Suite 23 San Bernardino, Ca 92408 e-mail: RTager@AppleOne.com	P: 909-884-6351 F: 909-888-7037		Yes
*Arizona Broadcasters Association		<a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>			No
Barstow Community College Career Center	Tammy Mc	2700 Barstow Rd. Barstow, Ca 92311	P: 760-252-2411		Yes
Brandman University – Victor Valley Campus	Athena Vernon	13911 Park Ave, Suite 100 Victorville, CA 92392 E-mail: <a href="mailto:avernon@brandman.edu">avernon@brandman.edu</a>	P: 760-955-7555 ext. 2590		No
*California Broadcasters Association		<a href="http://www.yourcba.com">www.yourcba.com</a>			No
Career Coaching Services	Robin Rask	P.O. Box 2113 Victorville, CA 92393	P: 760-241-8737		No
*Employee Referral				2	No
Employment Development Department/CAL JOBS		<a href="http://caljobs.ca.gov">caljobs.ca.gov</a>			No
Goodwill Southern California	Desiree Acuna	14580 Seventh Street Victorville, CA 92395 e-mail: <a href="mailto:DAcuna@goodwillsocal.org">DAcuna@goodwillsocal.org</a>	P : (760)844-5356		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunity">https://www.facebook.com/highdesertcommunity</a>			No
High Desert Hispanic Chamber	Donna Mertens	14286 California Ave. Suite 104 Victorville, Ca 92392 <a href="http://hdhcc.victorville.com">hdhcc.victorville.com</a>	P: 760-241-6661		Yes
*High Desert Jobs		<a href="https://www.facebook.com/highdesertjobs">https://www.facebook.com/highdesertjobs</a>			No
Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>		4	No
*Internal Posting/Candidate					No
*Job Fair (as described in section 7)				1	No
*LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>			No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
Radio Business Report & Television Business Report		<a href="http://rbr.com">rbr.com</a> <a href="mailto:Mediapaper1@tvbrepaper.com">Mediapaper1@tvbrepaper.com</a>			No
Radio Ink Classified		<a href="http://www.radioink.wufoo.com">www.radioink.wufoo.com</a>			No
*Radio Online		<a href="http://www.radio-online.com">www.radio-online.com</a>			No
San Bernardino County Workforce Development Department	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcounty.gov">mholtz@wwd.ebcounty.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
San Joaquin Valley College	Adamina McKenzie	9331 Mariposa Road Hesperia, Ca 92345 e-mail: <a href="mailto:Adamina.McKenzie@SJVC.edu">Adamina.McKenzie@SJVC.edu</a>	P : 760-948-1947		No

**Stations KATJ (FM) (HD2), KIXA (FM), KIXW (AM) and KZXY (FM) are Equal Opportunity Employers.**

*SEU's Station Websites		<a href="http://katcountry1007.com">katcountry1007.com</a> <a href="http://thefox1065.com">thefox1065.com</a> <a href="http://y102fm.com">y102fm.com</a> <a href="http://talk960.com">talk960.com</a>			No
Southern California Department of Rehabilitation		15415 W. Sand St, Suite 200 Victorville, Ca 92392	P: 760-243-0830	1	Yes
Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd, Suite 200 Los Angeles, Ca 90036 <a href="http://scba.com">scba.com</a>	P: 323-930-5598 F: 323-932-1425		No
St. John of God	Jacqueline Morgan	13333 Palmdale Rd. Victorville, Ca 92392	P: 760-241-4917 F: 760-241-8911		Yes
*Station Facebook Pages		<a href="https://www.facebook.com/y102fm">https://www.facebook.com/y102fm</a> <a href="https://www.facebook.com/katcountry1007">https://www.facebook.com/katcountry1007</a> <a href="https://www.facebook.com/1065TheFox">https://www.facebook.com/1065TheFox</a>			No
Traffic Directors Guild of America	Larry Keene	26000 Avenida Aeropuerto, Building 114 San Juan Capistrano CA 92675 E-Mail: <a href="mailto:tdga@cox.net">tdga@cox.net</a>			No
University of La Verne – High Desert Campus	GeBren Blakely	15447 Anacapa Road, Suite 100 Victorville, CA 92392 e-mail: <a href="mailto:gblakely@laverne.edu">gblakely@laverne.edu</a>	P : 760-843-0086		No
Victor Valley Community College Career Center		18422 Bear Valley Rd. Victorville, Ca 92395	P: 760-245-4271		Yes
*Victor Valley Jobs		<a href="https://www.facebook.com/VictorValleyJobs">https://www.facebook.com/VictorValleyJobs</a>			No
Victorville Daily Press	J Baldwin	<a href="http://www.vvdailynews.com">www.vvdailynews.com</a>			No
*Walk-In/Self -Referral					No

\*Did not use Source for this Recruitment.

**6) Total # of Interviewees Referred: For the period from August 1, 2017 through July 31, 2018, this Employment Unit interviewed 25 interviewees for full-time job vacancies.**

**Stations KATJ (FM) (HD2), KIXA (FM), KIXW (AM) and KZXY (FM) are Equal Opportunity Employers.**

## 7) Supplemental Recruitment Initiatives.

### **(A) Participated in Job Fairs (1)**

#### **San Bernardino County High Desert Regional Job Fair**

**October 25, 2017**

Personnel Involved: General Manager, Sales Manager, Operations Manager, Business Manager, Assistant Business Manager

The Employment Unit Sponsored and participated in the High Desert Regional Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

### **(B) Co-Host Job Fairs (1)**

#### **Victor Valley College Community Job Fair**

**May 9, 2018**

Personnel Involved: General Manager, Business Manager, Operations Manager, Sales Manager

The Employment Unit Hosted and participated in the Victor Valley College Community Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

### **(C) Participation in Career Events Sponsored by Educational Institutions (4)**

#### **Teachers R Heroes Program**

**September 2017 – June 2018**

Personnel Involved: On-Air Talent/Program Directors and our Market Controller

The Employment Unit participated in the “Teachers Are Heroes” program. The SEU employees attended a total of six different schools during the program. Each school puts together an assembly where we provide students with radio station information and general employment information regarding broadcasting careers. The assembly concludes with honoring one teacher for their efforts toward the students.

#### **High Desert Employer Advisory Council**

**2017/2018**

Personnel Involved: CFO/Assistant Business Manager

The Employment Unit is a member on the Board of Directors. Serving as part of the Board working on Publicity and Event Co-ordination workshops for High Desert Employers to provide an opportunity for individuals seeking employment and to learn about local businesses, including careers in broadcasting.

**Veterans Resource Fair**

**May 31, 2018**

Personnel Involved: On-Air Talent/Program Directors and Event Staff

The Employment Unit participated in the Veterans Resource Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses.

**Taylion High Desert Academy**

**June 13, 2018**

Personnel Involved: On-Air Talent/Program Director

The SEU employee was guest speaker at the 2018 Graduation speaking to graduating class about his career in Broadcasting. Where he provide students with radio station information and general employment information regarding broadcasting careers.

**(D) List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities**

Ongoing

All available positions are posted with multiple minority media organizations, such as Southern California Broadcasters Association, Goodwill and High Desert Hispanic Chamber. (See section 5 for detail) Listing positions with these organizations assists SEU in reaching a diversified spectrum of qualified applicants.

**(G) Scholarship Programs (1)**

**Victor Valley College Foundation Scholarship Program**

Ongoing

SEU, under the direction of the General Manager, Sponsors and Donates to the Victor Valley College Foundation Scholarship program.