

**EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period: August 1, 2018 – July 31, 2019.**

**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:**

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

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

	<b>Job Title</b>	<b>Recruitment Source</b>
(1)	Senior Account Executive	Indeed
(2)	Senior Account Executive	Indeed
(3)	General Manager	Self
(4)	General Manager	Employee Referral
(5)	Promotions/Sales Assistant	Indeed
(6)	Promotions/Sales Assistant	Indeed
(7)	Sales Manager	Employee Referral
(8)	Outside Sale Account Executive	Indeed
(9)	Outside Sale Account Executive	Job Fair

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

5a) Job Title: (1 & 2) Senior Account ExecutiveReferral Source(s) of Hiree: (1) Indeed (2) Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees 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	1955 S. Hunts Lane STE 210 San Bernardino, Ca 92408	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 (No longer in business)	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	Sarina Daniel - Muhammad	16934 Bear Valley Rd Victorville, CA 92395 e-mail: <a href="mailto:smuhammad@goodwillsocal.org">smuhammad@goodwillsocal.org</a>	P : (760)780-4970 F : (760-780-4978	1	Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunityinformation">https://www.facebook.com/highdesertcommunityinformation</a>			No
High Desert Employer Advisory Council	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
High Desert Hispanic Chamber	Donna Mertens	Po Box 3231 Victorville, Ca 92393 <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>		8	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
Local Veterans Employment Southern Division (EDD)	Luis Urgiles	17310 Bear Valley Rd Suite 109 Victorville CA 92395 <a href="mailto:Luis.urgiles@edd.ca.gov">Luis.urgiles@edd.ca.gov</a>	<a href="tel:760-552-6537">760-552-6537</a>		Yes
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 (Under new Name High Desert Employer Advisory Council)	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.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> <a href="http://hd963.com">hd963.com</a>		1	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	Sheree Caldwell	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				4	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 & 4) General Manager

Referral Source(s) of Hiree: (1) Self (2) Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees 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>		2	No
*Apple One – San Bernardino Branch	Robert Tager	1955 S. Hunts Lane STE 210 San Bernardino, Ca 92408	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 (No longer in business)	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	Sarina Daniel - Muhammad	16934 Bear Valley Rd Victorville, CA 92395 e-mail: <a href="mailto:smuhammad@goodwillsocial.org">smuhammad@goodwillsocial.org</a>	P : (760)780-4970 F : (760-780-4978		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunityinformation">https://www.facebook.com/highdesertcommunityinformation</a>			No
*High Desert Employer Advisory Council	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
*High Desert Hispanic Chamber	Donna Mertens	Po Box 3231 Victorville, Ca 92393 <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>		3	No
Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>		6	No
*Internal Posting/Candidate					No
*Job Fair (as described in section 7)					No
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		1	No
Local Veterans Employment Southern Division (EDD)	Luis Urgiles	17310 Bear Valley Rd Suite 109 Victorville CA 92395 <a href="mailto:Luis.urgiles@edd.ca.gov">Luis.urgiles@edd.ca.gov</a>	<a href="tel:760-552-6537">760-552-6537</a>		Yes
Media Recruiter.com	Art Scott	Media Recruiter.com <a href="mailto:Art@mediarecruiter.com">Art@mediarecruiter.com</a>	303-400-5150	3	No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
Radio Advertising Bureau		<a href="mailto:Jhetherington@rab.com">Jhetherington@rab.com</a>	F: 972-753-6727		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>		1	No
*Radio Online		<a href="http://www.radio-online.com">www.radio-online.com</a>			No
*San Bernardino County Workforce Development Department (Under new Name High Desert Employer Advisory Council)	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.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> <a href="http://hd963.com">hd963.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	Sheree Caldwell	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.

## 5C) Job Title: (5 &amp; 6) Promotions/Sales Assistant

## Referral Source(s) of Hiree: (5 &amp; 6) Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees 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	1955 S. Hunts Lane STE 210 San Bernardino, Ca 92408	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 (No longer in business)	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>		1	No
Goodwill Southern California	Sarina Daniel - Muhammad	16934 Bear Valley Rd Victorville, CA 92395 e-mail: <a href="mailto:smuhammad@goodwillsocial.org">smuhammad@goodwillsocial.org</a>	P : (760)780-4970 F : (760-780-4978		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunityinformation">https://www.facebook.com/highdesertcommunityinformation</a>			No
High Desert Employer Advisory Council	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
High Desert Hispanic Chamber	Donna Mertens	Po Box 3231 Victorville, Ca 92393 <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
*Inside Radio		<a href="http://www.insideradio.com">www.insideradio.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
Local Veterans Employment Southern Division (EDD)	Luis Urgiles	17310 Bear Valley Rd Suite 109 Victorville CA 92395 <a href="mailto:Luis.urgiles@edd.ca.gov">Luis.urgiles@edd.ca.gov</a>	<a href="tel:760-552-6537">760-552-6537</a>		Yes
*Media Recruiter.com	Art Scott	Media Recruiter.com <a href="mailto:Art@mediarecruiter.com">Art@mediarecruiter.com</a>	303-400-5150		No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
*Radio Advertising Bureau		<a href="mailto:Jhetherington@rab.com">Jhetherington@rab.com</a>	F: 972-753-6727		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 (Under new Name High Desert Employer Advisory Council)	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.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> <a href="http://hd963.com">hd963.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	Sheree Caldwell	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				1	No

\*Did not use Source for this Recruitment.

## 5d) Job Title: (7) Sales Manager

## Referral Source(s) of Hiree: (7) Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees 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	1955 S. Hunts Lane STE 210 San Bernardino, Ca 92408	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 (No longer in business)	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	Sarina Daniel - Muhammad	16934 Bear Valley Rd Victorville, CA 92395 e-mail: <a href="mailto:smuhammad@goodwillsocial.org">smuhammad@goodwillsocial.org</a>	P : (760)780-4970 F : (760-780-4978		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunityinformation">https://www.facebook.com/highdesertcommunityinformation</a>			No
High Desert Employer Advisory Council	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
High Desert Hispanic Chamber	Donna Mertens	Po Box 3231 Victorville, Ca 92393 <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
*Inside Radio		<a href="http://www.insideradio.com">www.insideradio.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
Local Veterans Employment Southern Division (EDD)	Luis Urgiles	17310 Bear Valley Rd Suite 109 Victorville CA 92395 <a href="mailto:Luis.urgiles@edd.ca.gov">Luis.urgiles@edd.ca.gov</a>	<a href="tel:760-552-6537">760-552-6537</a>		Yes
*Media Recruiter.com	Art Scott	Media Recruiter.com <a href="mailto:Art@mediarecruiter.com">Art@mediarecruiter.com</a>	303-400-5150		No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
*Radio Advertising Bureau		<a href="mailto:Jhetherington@rab.com">Jhetherington@rab.com</a>	F: 972-753-6727		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 (Under new Name High Desert Employer Advisory Council)	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.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
SEU's Station Websites		<a href="http://katcountry1007.com">katcountry1007.com</a> <a href="http://thefox1065.com">thefox1065.com</a>			

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



		<a href="http://y102fm.com">y102fm.com</a> <a href="http://talk960.com">talk960.com</a> <a href="http://hd963.com">hd963.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	Sheree Caldwell	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				2	No

\*Did not use Source for this Recruitment.

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

## 5e) Job Title: (8 &amp; 9) Outside Sales Account Executive

Referral Source(s) of Hire: (8) Indeed (9) Job Fair

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees 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	1955 S. Hunts Lane STE 210 San Bernardino, Ca 92408	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 (No longer in business)	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	Sarina Daniel - Muhammad	16934 Bear Valley Rd Victorville, CA 92395 e-mail: <a href="mailto:smuhammad@goodwillsocial.org">smuhammad@goodwillsocial.org</a>	P : (760)780-4970 F : (760-780-4978		Yes
*High Desert Community Information		<a href="https://www.facebook.com/highdesertcommunityinformation">https://www.facebook.com/highdesertcommunityinformation</a>			No
High Desert Employer Advisory Council	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.gov</a>	P: 760-524-7746 F: 760-552-6553		Yes
High Desert Hispanic Chamber	Donna Mertens	Po Box 3231 Victorville, Ca 92393 <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
*Inside Radio		<a href="http://www.insideradio.com">www.insideradio.com</a>			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
Local Veterans Employment Southern Division (EDD)	Luis Urgiles	17310 Bear Valley Rd Suite 109 Victorville CA 92395 <a href="mailto:Luis.urgiles@edd.ca.gov">Luis.urgiles@edd.ca.gov</a>	<a href="tel:760-552-6537">760-552-6537</a>		Yes
*Media Recruiter.com	Art Scott	Media Recruiter.com <a href="mailto:Art@mediarecruiter.com">Art@mediarecruiter.com</a>	303-400-5150		No
Non-Employee Referral					No
*On-Air Announcements (across all SEU stations)					No
*Radio Advertising Bureau		<a href="mailto:Jhetherington@rab.com">Jhetherington@rab.com</a>	F: 972-753-6727		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 (Under new Name High Desert Employer Advisory Council)	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395 Email: <a href="mailto:mholtz@wwd.ebcountry.gov">mholtz@wwd.ebcountry.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
SEU's Station Websites		<a href="http://katcountry1007.com">katcountry1007.com</a> <a href="http://thefox1065.com">thefox1065.com</a>			

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

		<a href="http://y102fm.com">y102fm.com</a> <a href="http://talk960.com">talk960.com</a> <a href="http://hd963.com">hd963.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	Sheree Caldwell	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				1	No

\*Did not use Source for this Recruitment.

**6) Total # of Interviewees Referred: For the period from August 1, 2018 through July 31, 2019 this Employment Unit interviewed 50 interviewees for full-time job vacancies.**

**7) Supplemental Recruitment Initiatives.**

**(A) Participated in Job Fairs**

**San Bernardino County High Desert Regional Job Fair**  
**October 11, 2018**

Personnel Involved: 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.

**Victor Valley College Community Job Fair**  
**May 8, 2019**

Personnel Involved: General Manager, Business Manager, Operations 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.

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

**Victor Valley College Community Job Fair**  
**May 8, 2019**

Personnel Involved: General Manager, Business Manager, Operations 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.

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

**(C) Co-Sponsor Job Fairs**

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

**October 11, 2018**

Personnel Involved: 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.

**(D) Participation in Career Events Sponsored by Educational Institutions**

**High Desert Employer Advisory Council**

**2018/2019**

Personnel Involved: CFO/Accounts Payables 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.

**Hats off to Reading (Victoria Magathan Elementary)**

**March 1, 2019**

Personnel Involved: On Air Talent

The SEU employee was guest speaker at the 2019 Hats off to Reading. Reading to the class and speaking to the class about her career in Broadcasting. Where she provide students with radio station information and general employment information regarding broadcasting careers.

**Career and Reading Day (Lime Street Elementary)**

**March 8, 2019**

Personnel Involved: Operations Manager

The SEU employee was guest speaker at the 2019 Career and Reading Day. Reading to the class and speaking to the class about her career in Broadcasting. Where she provide students with radio station information and general employment information regarding broadcasting careers.

**Career Day (Green Tree East Elementary)**

**April 25, 2019**

Personnel Involved: Operations Manager

The SEU employee was guest speaker at the 2019 Career Day speaking to classes about her career in Broadcasting. Where she provide students with radio station information and general employment information regarding broadcasting careers.

**(E) Training Program designed to enable station personnel to acquire skills that could qualify them for higher level positions**

The SEU has established a training program to enable station personnel to acquire skills focused in the business and sales department to qualify them for higher level positions. Under the direction of Management, this program provides training to staff in advanced procedures in Sales and Accounts Payables.

**(F) 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 California Broadcasters, Southern California Broadcasters Association, Goodwill, Southern California Department of Rehabilitation, Local Veterans Employment Southern Division 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.

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