

KHHM, KNTY, KRCX, KXSE
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Production Manager	1-2, 4, 8, 10-11	1
Traffic Assistant Temp	2, 5, 8, 10-11	5
INTEGRATED MARKETING SOLUTIONS CONSULTANT	4-6, 9, 12-13	4
INTEGRATED MARKETING SOLUTIONS CONSULTANT	5-7, 9, 12	7
On Air Personality/Co Host	1, 3, 5	1
On Air Personality/Mid-day	1, 5	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy #210 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Job Listings Manual Posting	N	15
2	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	Current Employee	N	1
4	Employee Referral	N	2
5	Entravision Communications Corporation 5700 Wilshire Blvd. Suite 250 Los Angeles, California 90036 Phone : 310-264-2355 Url : http://www.entravision.com John Mahan Manual Posting	N	9
6	Facebook 1601 Willow Road Menlo Park, California 94025 Phone : 916-648-6036 Angie Balderas Manual Posting	N	0
7	Former Employee	N	1
8	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
9	KHHM, KNTY, KRCX and KXSE 1436 Auburn Blvd Sacramento, California 95815 Phone : 916-648-6036 Maria Juarez Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Society of Hispanic Professional Engineers 5400 E. Olympic Blvd., Suite 210 Los Angeles, California 90022 Phone : (323) 725-3970 Url : www.shpe.org Director of Placement	N	0
11	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Fax : 760-754-2115 Mark Holloway	N	0
12	Twitter 795 Folsom Street, Suite 600 San Francisco, California 94013 Phone : 916-648-6036 Angie Balderas Manual Posting	N	0
13	Word of Mouth Referral	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/13/2015	Establishment of an intern program designed to assist members of the community	Allyson Gonzales, Sophomore, Sierra College Intern Fall 2015 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
2	9/13/2015	Establishment of an intern program designed to assist members of the community	Sam Vanderlist, Junior, Sacramento City College Intern Fall 2015 Served in Promotions Department where he gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
3	9/13/2015	Establishment of an intern program designed to assist members of the community	Cynthia Arreguin, Senior, Californai State University-SAC Intern Fall 2015 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
4	10/10/2015	Participation in events or programs sponsored by educational institutions	Cristian Gracia and Ally Gonzales, Promotions Assistants on KHHM and KNTY spoke to Students at UC Davis about careers in broadcasting.	2	Promotions Assistant Promotions Assistant
5	10/24/2015	Participation in events or programs sponsored by educational institutions	Cristian Gracia, Levi Harvey and Ally Gonzales, Promotions Assistants on KHHM and KNTY spoke to Students at UC Davis about careers in broadcasting.	3	Promotions Assistant Promotions Assistant Promotions Assistant
6	10/29/2015	Participation in Job Fairs	SacJobs.com Fall Job Fair at Courtyard Marriott.	2	Business Operations Manager Assistant Promotions Director

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7	2/1/2016	Establishment of an intern program designed to assist members of the community	Amber House, Freshman, Consumnes River College Intern Spring 2016 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
8	2/1/2016	Establishment of an intern program designed to assist members of the community	Aysia Wafer, Junior, Sacramento City College Intern Spring 2016 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
9	2/1/2016	Establishment of an intern program designed to assist members of the community	Zitiah Shabazz, Junior, Sacramento City College Intern Spring 2016 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
10	3/2/2016	Participation in events or programs sponsored by educational institutions	Mike Wilson and Justin Foster, On Air Personalities on KNTY and KHHM, spoke with students at Lee Middle School about careers in broadcasting.	2	On Air Personality On Air Personality
11	3/31/2016	Participation in Job Fairs	Sac Jobs.com Career Fair at Courtyard Marriott.	1	Business Operations Manager
12	4/15/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On air personality at KHHM spoke to Students at Florin High School about careers in broadcasting.	2	On Air Personality On Air Personality

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13	4/22/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On air personality at KHHM spoke to Students at West Campus High School about careers in broadcasting.	2	On Air Personality On Air Personality
14	4/22/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On air personality at KHHM spoke to Students at Encina Preparatory about careers in broadcasting.	2	On Air Personality On Air Personality
15	4/25/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On Air personality at KHHM spoke to Students at Oakmont High School about careers in broadcasting.	2	On Air Personality On Air Personality
16	4/28/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On Air personality at KHHM spoke to Students at Vista Del Lago High School about careers in broadcasting.	2	On Air Personality On Air Personality
17	5/13/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On air personality at KHHM spoke to Students at Cordova High School about careers in broadcasting.	2	On Air Personality On Air Personality
18	5/27/2016	Participation in events or programs sponsored by educational institutions	Jonathan Navarro, On air personality and Brandon Shimabukuro, On air personality at KHHM spoke to Students at Hiram H. Johnson High School about careers in broadcasting.	2	On Air Personality On Air Personality
19	6/13/2016	Establishment of an intern program designed to assist members of the community	Alexis Thompson, Junior, Sacramento City College Intern Summer 2016 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	

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20	6/13/2016	Establishment of an intern program designed to assist members of the community	Sarah Burlin, Junior, Sierra College Intern Summer 2016 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
21	6/13/2016	Establishment of an intern program designed to assist members of the community	Gabriela Ramirez, Senior, Consumnes River College Intern Summer 2016 Served in Promotions Department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted On-Air Production, Sales Department and Traffic Department.	5	
22	7/1/2016	Provision of training to management	Conference call training regarding the importance of posting jobs on multiple avenues to reach qualified candidates for EEO compliance and securing a diverse work force.	1	Business Operations Manager
23	7/8/2016	Participation in Job Fairs	Participated in the City Career Fair Diversity Employment Day Career Fair at the Holiday Inn Capitol Plaza	2	Program Director Assistant to Promotions Director
24	7/28/2016	Participation in Job Fairs	Participated in the SACJOBS.com Job Fair at the Courtyard Marriott	3	Business Operations Manager Assistant to Promotions Director SVP