

Annual EEO Public File Report

AGM California, Inc. San Luis Obispo Office

Covering the Period from August 1, 2012 to July 31, 2013

Stations Comprising Station Employment Unit:

KZOZ FM, KKAL FM, KIQO FM, KKJG FM

Vacancy Information

Full-time Positions Filled by Job Title	DOE	Total # Interviewed	Recruitment Source of Hire	Recruitment Sources Utilized
Local Sales Manager	2/16/2013	3	Internal Posting	1,2,3,4,8,10,11,12,14,17
Account Executive	3/25/2013	5	Referral	1,2,3,7,8,11,12,14,15
Account Executive	6/10/2013	6	Referral	1,2,3,7,8,11,12,14,15

Total Number of Persons Interviewed During Applicable Period: 14

Recruitment Sources:

Radio Announcements	Contact	Address	Method of Contact	#Interviews from Source
1 KZOZ, KIQO, KKAL, KKJG	Kathy Signorelli	3620 Sacramento, Ste 204 San Luis Obispo, CA 93401	ksignorelli@americangeneralmedia.com	4
2 KBOX, KPAT, KRQK	Rich Watson	2325 Skyway Drive Santa Maria, CA 93455	rwatson@americangeneralmedia.com	

Online Resources:

3 All Access	Self-post	www.allaccess.com	Self Post	
4 American General Media	Rusty Burchfield	1400 Easton Dr., Ste. 144, Bakerfield, CA 93309	661-328-1410	
5 Central Coast Help Wanted	Phillip P. Strauss	centralcoasthelpwanted.com	805-471-1450	
6 Craigs List	Self-post	www.craigslist.com	Self Post	
7 Employment Development Dept (Cal Jobs)	Self-post	www.cdjobs.ca.gov	Self Post	
8 Radio On-Line	Self-post	www.jobs.radioonline.com	Self Post	1

Postings:

9 California Broadcasters Association	Self-post	www.Cabroadcasters.org	Self Post	
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Colleges

10 Allan Hancock College	Job Placement CS	800 South College Drive, Santa Maria, Ca 93454	805- 922-6966, x3374	
11 Cal Poly, San Luis Obispo	Career Services	959 Higuera St, San Luis Obispo, CA 93401	805-756-2501	
12 Cuesta Community College	Career Connections	Hwy 1 San Luis Obispo, Ca 93403-8106	805-546-3204	

Other

13 Direct Contact	None	None	None	1
14 Internal	None	None	None	7
15 Referral	None	None	None	Walk-In
16 Walk In	None	3620 Sacramento, Ste 204, San Luis, CA 93401	None	1
17 Word of Mouth	None	None	None	

Total 14

Outreach Initiatives

1 Paso Robles Job Fair

September 19, 2012

Business were asked to attend the conference to inform students of international, national and local job opportunities. There were guest speakers whom spoke to the students about their individual career experiences

Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

2 Inter-Company Training Program

September 4, 2012 to October 31, 2012

Account Executive participated in our inter-company training program to gain skills higher level skills within the Sales Department. These skills will qualify him/her to apply for a higher position within the company, should one become available in the future. The AE was trained on development/implementation of sales plans to generate revenue, outreach of the station to the community regarding station events, FCC regulations/compliance, personnel scheduling/management, hiring and training employees and other various skills.

Initiative 8: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

3 Questa College Career Fair

March 19, 2013

Business were asked to attend the conference to inform students of international, national and local job opportunities. There were guest speakers whom spoke to the students about their individual career experiences

Initiative 1: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

4 Outreach Initiative Meeting with Management Personnel

April 8, 2013

Discussed ways to achieve our Outreach Initiative goals for each of our stations as well as how to ensure equal employment opportunities and preventing discrimination.

Initiative 14: Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.

5 Internship Program

June 11, 2013 to August 6, 2013

Internship Program established for a student who received college credit at Slippery Rock University. During the course of the internship the following broadcasting duties were experienced by the intern: Public appearances, prize giveaway documentation, press release writing, copy writing, proposal writing, and on-line promotions.

Initiative 5: Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment

6 Leadership Institute Training

June 19, 2013

Station employee attended Event Training to learn ways to achieve our Outreach Initiative goals for each of our stations as well as how to ensure equal employment opportunities and preventing discrimination.

Initiative 14: Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.
