

Annual EEO Public File Report

AGM California and AGM San Luis Obispo LP, San Luis Obispo, CA

Covering the Period from August 1, 2011 to July 31, 2012

Stations Comprising Station Employment Unit:

KZQZ FM, KKAL FM, KIQO FM, KKJG FM

Vacancy Information

Full-time Positions Filled by Job Title	DOE	Total #		Recruitment Source of Hire	Recruitment Sources Utilized
		Interviewed	Placed		
Account Executive	9/1/2011	2		Word of Mouth	5,6,7,11,12,13,15,18
Director of Marketing & Sales	4/23/2012	3		Walk In	1,2,3,5,6,7,8,9,11,15,17

Total Number of Persons Interviewed During Applicable Period: 5

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

Online Resources:	Self-post	www.allaccess.com	None	
All Access	Self-post	www.allaccess.com	None	
American General Media	Rusty Burchfield	1400 Easton Dr., Ste. 144, Bakersfield, CA 93309	661-328-1410	
Cal Jobs	Self-post	www.caljobs.ca.gov	661-336-6705	
Central Coast Help Wanted	Phillip P. Strauss	centralcoasthelpwanted.com	805-471-1450	1
Craig's List	Self-post	www.craigslist.com	None	
Radio On-Line	Self-post	www.jobs.radioonline.com	None	
Work Finders	Self-post	www.workfinders.net	None	

Postings:	Self-post	www.Cabroadcasters.org	None	
California Broadcasters Association	Self-post	www.Cabroadcasters.org	None	

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

Other	None	None	None	
Direct Contact	None	None	None	
Internal Referral	None	None	None	
Walk In	None	3620 Sacramento, Ste 204, San Luis, CA 93401	Walk-In	1
Word of Mouth	None	None	None	2

Total 5

Outreach Initiatives

Paso Robles Career Fair

September 14th, 2011

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.

Atellanes Jr. High School Career Fair

November 3rd, 2011

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.

Cal Poly Career Fair

February 23rd, 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.

Cuesta College Career Fair

March 28th, 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.

Internship Program

6/11/12-8/31/12

Internship Program established for Christine Teixeira who received college credit at University of Redlands. 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

Internship Program

June 25, 2012

Internship Program established for Connor Clay who received college credit at University of Hawaii. 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

Hiring Process Training

July 26, 2012

San Luis Obispo employees who are able to add staff members were given training on the hiring process for all part-time positions, all full-time positions and a current employee moving from a part-time status to a full-time status position.

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