

**KBBY-FM, KHAY(FM), KVYB(FM)  
KRRF(FM) and KVEN(AM)<sup>1</sup>  
EEO PUBLIC FILE REPORT  
August 1, 2012-July 31, 2013<sup>2</sup>**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Program Director	1-7, 9, 11, 13-14	3
Account Executive	1-11, 13-14	8
Promotions Director	1-9, 11, 13-14	3
Engineer	3-4, 12*	12
Program Director	1-7, 9, 11, 13-14	4

*\*Exigent Circumstances*

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<sup>1</sup> As a result of a change in community of license, Station KRRF(FM), Oak View, California (Fac. ID # 10329), joined this station employment unit as of March 2013.

<sup>2</sup> This Report was revised in September 2014 to address reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	No	0
2	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	No	0
3	<b>All Access Website</b> www.allaccess.com	No	24
4	<b>Word-of-Mouth Referral</b>	No	3
5	<b>Craig’s List Website</b> http://ventura.craigslist.org/	No	18
6	<b>Cumulus Jobs Website</b> www.cumulusjobs.com	No	1
7	<b>State of California Employment Development Department</b> www.CalJobs.CA.gov	No	0
8	<b>Indeed Website</b> www.indeed.com	No	3
9	<b>Internal Posting</b>	No	6
10	<b>Open House</b> ( <i>See Section III</i> )	No	0
11	<b>California State University – Channel Islands</b> Career Services Management System One University Drive Camarillo, California 93012 (805) 437-8400	No	0
12	<b>Society of Broadcast Engineers</b> 9102 North Meridian, Ste. 150 Indianapolis, IN 46260 (317) 846-9000 www.sbe.org	No	1
13	<b>Southern California Broadcasters Association (SCBA)</b> 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
15	<b>Internal Transfer/Promotion</b>	No	0
16	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>57</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>Our SEU hosts an internship program designed to provide interested students with the skills and experience they need to find a job in the broadcast industry while obtaining school credit. During this reporting period, our SEU hosted one (1) student intern from Ventura College.</p> <p>This intern was supervised by our Promotions Director and while duties varied, the intern assisted with live remote broadcasts; the execution of promotional events; and, on-going and special projects. The intern also participated in team functions and SEU events.</p>
<b>2</b>	Participate in event/program sponsored by a community organization related to careers in broadcasting	<p>On August 30, 2012, our SEU participated in the Young Professionals Mega Mixer at the Crowne Plaza Hotel Ventura, California. SEU representatives spoke with attendees about career opportunities in radio, what it is like to work at a radio station and job openings within the SEU. They also provided those interested with literature about job opportunities in radio. SEU participants included our Director of Sales, Key Account Managers and our Promotions Director.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Participate in Job Fair	On September 6, 2012, our SEU participated in the University & Career Day at Oxnard College during which local businesses presented information about job opportunities and internship programs. Our SEU representatives met with interested attendees to talk about careers opportunities in broadcasting, what it is like to work at a radio station and job openings within the SEU. SEU participants included our Senior Account Executives and our Promotions Director.
4	Host Job Fair	On September 25, 2012, our SEU hosted an open house at our studios in Santa Barbara, California. SEU representatives gave attendees a tour of the facilities followed by a Power Point presentation about Cumulus as an employer, which also provided information about the stations in this SEU. Upon completion of the presentation, an informal group discussion was initiated that provided attendees with more information about career opportunities in broadcasting and job opportunities within the SEU. Interested attendees were encouraged to schedule a formal interview. SEU participants included our Market Manager and Key Accounts Managers as well as our Senior Account Executives.
5	Participate in event/program sponsored by a community organization related to careers in broadcasting	On September 27, 2012, our SEU participated in the Latino Business Expo which was held at the Four Points Sheraton in Ventura, California. SEU representatives occupied the Cumulus booth and spoke with attendees about career opportunities in broadcasting well as job opportunities within the SEU. They also provided those interested with literature about opportunities in radio. SEU participants included our Promotions Director and our Senior Account Executives.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
6	Participate in event/program sponsored by a community organization related to careers in broadcasting	On September 27, 2012, our SEU attended the Banana Festival in Port Hueneme, California, extending its reach to a new area in Ventura county. SEU representatives shared information about career opportunities in radio and job openings within the SEU. Interested attendees were encouraged to schedule a formal interview. SEU participants included our On-Air Personalities, Director of Sales, Key Accounts Managers, Promotions Director and Interns.
7	Host Job Fair	On January 10, 2013, our SEU hosted an open house at our studios in Ventura, California. SEU representatives gave attendees a tour of the facilities followed by a Power Point presentation about Cumulus as an employer, which also provided information about the stations in this SEU. Upon completion of the presentation, an informal group discussion was initiated that provided attendees with more information about career opportunities in broadcasting and job opportunities within the SEU. Interested attendees were encouraged to schedule a formal interview. SEU participants included our Market Manager and Key Accounts Managers as well as our Senior Account Executives.
8	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On May 10, 2013, our SEU participated in the 6 <sup>th</sup> Annual Youth Empowerment Summit held at Oxnard College, in Oxnard, California. Our SEU's Market Manager and Newscaster served as members of a panel that discussed career opportunities in radio, and provided interested attendees with literature about opportunities in radio.