



1300 NORTH 17th STREET, 11th FLOOR
ARLINGTON, VIRGINIA 22209

OFFICE: (703) 812-0400
FAX: (703) 812-0486
www.fhhlaw.com
www.commlawblog.com

MARK N. LIPP
(703) 812-0445
LIPP@FHHLAW.COM

September 19, 2021

Ms. Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

Re: **Response to Broadcast EEO Audit Letter**
Cumulus Licensing LLC
Station KBBY-FM and KHAY(FM), Ventura, California
Facility Identifier Numbers 7745 and 35848 respectively

Dear Ms. Goldin:

Cumulus Licensing LLC ("Cumulus"), licensee of radio stations KBBY-FM and KHAY(FM), Ventura, California (Facility IDs 7745 and 35848 respectively), hereby submits its Response to your letter of August 6, 2021 ("EEO Audit Letter") concerning the Stations' compliance with the Commission's Equal Employment Opportunity Rule, 47 C.F.R. § 73.2080. Stations KBBY-FM and KHAY(FM) are part of a station employment unit ("SEU") based in Oxnard/Ventura, California, that includes stations KVYB(FM), Santa Barbara, California, and KRUZ(FM), Oak View, California. For this reason, the Cumulus Response to the EEO Audit Letter involves the entire Oxnard/Ventura SEU.

To comply with the procedures presented in Item 4(a) of the aforementioned EEO Audit Letter, Cumulus is uploading its Response into the online public inspection file of each station in this SEU.

If there are any questions about this submission, please contact undersigned counsel to Cumulus Licensing LLC.

Sincerely,


Mark Lipp

Attachment

DECLARATION OF RICHARD S. DENNING

I, Richard S. Denning, hereby declare as follows:

I am Executive Vice President and General Counsel of Cumulus Licensing LLC (“Cumulus”), licensee of radio stations KBBY-FM and KHAY(FM), Ventura, California (Facility IDs 7745 and 35848 respectively), which are part of a station employment unit based in Oxnard/Ventura, California, which includes stations KVYB(FM), Santa Barbara, California (Facility ID 8853), and KRUZ(FM), Oak View, California (Facility ID 10329) (collectively, the “SEU”). The stations in this SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, “Cumulus”). This Declaration and the attachments provided hereto are being submitted in response to a letter dated August 6, 2021 (the “Audit Letter”) from Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, Federal Communications Commission (“FCC”), concerning a random audit of the SEU’s compliance with the FCC’s equal employment opportunity (“EEO”) rule, 47 C.F.R. § 73.2080.

The SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1) of the FCC’s rules.

In response to Question 2(b)(i) of the Audit Letter, copies of the SEU’s two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are included as Attachment A.

The web address of each of the stations in the SEU is as follows: KBBY-FM, www.951kbby.com; KHAY(FM), www.khay.com; KVYB(FM), www.1063thevibe.com; and, KRUZ(FM), www.kruz1033.com.

A copy of the current EEO public file report is on or linked to each of the above websites.

In response to 2(b)(ii) of the Audit Letter, documentation concerning the recruitment sources used to fill each full-time position during the period covered by the above EEO public file reports is included in Attachment B, and, pursuant to the Audit Letter, this response provides one such notice for each position filled. The SEU’s standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources, as required by §73.2080(c)(5)(iii). Further, no recruitment sources have notified the SEU that they want to be informed about the SEU’s job openings, as described in §73.2080(c)(1)(ii), which is reflected in Section II of each EEO public file report.

In response to 2(b)(iii) of the Audit Letter, the Vacancy Data Forms included in Attachment B contain data regarding (a) the total number of interviewees for each full-time vacancy, and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the EEO public file reports.

In response to 2(b)(iv) of the Audit Letter, documentation of the SEU’s performance of the recruitment initiatives as described in §73.2080(c)(2) during the relevant time period is

included in Attachment C. Station personnel involved in the recruitment initiatives are identified in Attachment C as well. The SEU employs a total of thirteen (13) full-time employees. The stations are located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four (4) recruitment initiatives during a two-year period.

In response to 2(b)(v) of the Audit Letter, Cumulus affirms that it is not aware of any pending or resolved discrimination complaints filed against this SEU during the time period covered by this response.

In response to 2(b)(vi) of the Audit Letter, Cumulus has established and implemented a company-wide EEO compliance plan. At the corporate level, Cumulus recognizes the importance of EEO compliance and has communicated the importance of complying with the FCC's broad outreach and recordkeeping requirements to employees at all levels within the company, including its national, regional and local personnel. Cumulus previously engaged its outside communications counsel to conduct comprehensive FCC EEO training sessions, which were mandatory for all market and business managers. Those training sessions were followed by the distribution of written compliance materials to key personnel in each station employment unit who have recruitment and hiring responsibility. These materials continue to be an excellent resource. Cumulus also instituted a policy designed to help reduce the inevitable recordkeeping lapses which occur as a result of employee turnover. The SEU's compliance efforts also include identifying Cumulus' efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

Since 2017, Cumulus has engaged ClearCompany, a talent management system, to assist all markets with their recruitment efforts. ClearCompany automatically routed descriptions of job openings to a specific group of recruitment sources. On February 15, 2020, the company changed course and employed the services of CareerBuilder to help it locate, manage and hire talented applicants. It, too, automatically directs descriptions of job openings to certain recruitment sources.

Cumulus hired in-house regulatory counsel, who not only continued to use the reference tools provided by outside counsel, but also developed additional compliance aids to help all station employment units meet FCC EEO requirements. In-house counsel conducted periodic FCC EEO training sessions for all market and business managers and assisted the markets with their EEO public file reports on an annual basis, reviewing vacancy-specific and general outreach efforts and providing recommendations for improvement.

When in-house regulatory counsel left the company, Cumulus retained outside communications counsel to address questions and concerns related to FCC EEO compliance as they arose, and review annual EEO public file reports for all of its station employment units. As General Counsel to Cumulus, I assumed responsibility for conducting comprehensive FCC EEO training sessions, which continue to be mandatory for all market and business managers. During preparation for these sessions, I conferred with outside counsel to ensure that presentations were up-to-date.

The SEU's Market Manager ("MM") is ultimately responsible for the SEU's EEO program at the local level. The MM is knowledgeable about the company's EEO policies and hiring practices, and works closely with managers in the Market that have hiring authority, as well as the corporate Human Resources department, to ensure that compliance efforts are observed. The MM is involved in the drafting and approving of all job vacancy announcements and oversees all recruitment initiatives, including the creation and implementation of the SEU's online/virtual job fairs. In addition, he interviews and hires all full-time employees, and reviews the SEU's annual EEO public file reports before they are finalized.

The SEU's seasoned Business Manager ("BM") is responsible for implementing the SEU's EEO program, and maintains the SEU's Master Recruitment Source List, which includes a broad and diverse variety of sources. The BM ensures that job postings are widely distributed. When the decision is made to hire a new employee in the Market, the BM obtains the necessary information from the hiring manager and posts the job vacancy announcement on the Cumulus careers website as well as the websites of certain other recruitment sources. Quite a number of sources are also notified via email and U. S. mail. The BM provides training and EEO "reminders" as needed to all SEU personnel involved in hiring and/or the recruitment process to ensure that the FCC's recruitment guidelines are followed.

Cognizant of the FCC's EEO requirement for general outreach, the SEU met its recruitment initiative obligation during this challenging two-year period, despite the pandemic. Its EEO Public File Reports describe a variety of activities that it participated in, both in-person and virtually. Further, during this period a number of employees received training that enabled them to perform additional, new duties, which will benefit them if they are interested in advancement within the SEU/Company in the future. Management-level employees also took time to participate in presentations that reviewed FCC EEO rules as well as training to prevent harassment in the workplace.

In response to 2(b)(vii) of the Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of the recruitment sources listed therein in terms of both the quantity and quality of the interviewees that are being generated from those recruitment sources, as well as the results that are being generated from its recruitment initiatives. Accordingly, the MM and BM meet periodically to assess the effectiveness of the SEU's EEO program. During these meetings they examine and update the list of recruitment sources, share ideas for new and different outreach initiatives to better inform the Oxnard-Ventura-Santa Barbara communities about career opportunities in broadcasting, and discuss any EEO issues that warrant attention. Further, the BM routinely brainstorms with SEU staff members about ways in which the SEU can broaden its reach with local residents and educate them about the broadcast industry.

In response to 2(b)(viii) of the Audit Letter, the SEU makes a concerted effort to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU is providing equal employment opportunity, and is not discriminating against employees or job applicants. Accordingly, the SEU's MM, department managers, and Business department, together with Cumulus's corporate Human Resources Department, review the compensation, benefits, promotions and other

employment practices of the SEU to ensure that they are fair and are based solely on an employee's experience and performance record. Further, in hiring a new employee, all responsible parties consider an applicant's experience to determine whether they are qualified for the position and analyze the candidate's past performance to determine their likelihood for success. The SEU's employment practices are the ultimate responsibility of its MM, Sommer Frisk, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

In response to 2(b)(ix) of the Audit Letter, Cumulus Licensing LLC is not a religious broadcaster.

[SIGNATURE ON THE FOLLOWING PAGE]

**SIGNATURE PAGE TO
DECLARATION OF RICHARD S. DENNING**

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Signed and dated this 17th day of September, 2021.


Richard S. Denning

Attachment A

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2019-July 31, 2020¹**

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
Account Executive	4-12, 16-17, 19-22, 27, 31, 34, 36-38, 42	7

¹ This Report was revised in September 2021 to address reporting issues.

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ (FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2019-July 31, 2020**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
2	Station Website Postings <i>(one or more SEU stations)</i>	No	0
3	All Access Website www.allaccess.com	No	0
4	Word-of-Mouth Referral	No	1
5	Monster Website www.monster.com	No	0
6	Cumulus Careers Website www.cumulusmedia.jobs.net	No	0
7	Indeed Website www.indeed.com	No	4
8	Internal Posting	No	0
9	Link Up Website www.linkup.com	No	0
10	Zip Recruiter Website www.ziprecruiter.com	No	0
11	Southern California Broadcasters Association (SCBA) 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	0
12	Cumulus Business Managers BM@cumulus.com	No	0
13	Internal Transfer/Promotion	No	0
14	SEU Job Fairs <i>(see Section III)</i>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Ventura College 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0
16	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
17	SEU Facebook Page(s)	No	0
18	Linked In Website www.linkedin.com	No	0
19	Black Los Angeles Democrats blacklayoungdems@gmail.com	No	0
20	Ventura County Professional Women's Network P.O. Box 6329 Oxnard Ca, 93031 info@vcpwn.org (866) 275-4134	No	0
21	Glassdoor Website www.glassdoor.com	No	0
22	County of Ventura RAIN project 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
23	Center for Employment Training (CET) 761 S. C Street Oxnard, CA 93030 Fax: (805) 487-7775	No	0
24	Entertainment Careers Website www.entertainmentcareers.net	No	0
25	Ventura County Community College District Website www.vcccd.edu	No	0
26	NAACP Youth and College Council Ventura PO. Box 5852 Oxnard, CA 93031	No	0
27	Pacific Pride Foundation 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
28	Employment Development Department (EDD) Ventura Job & Career Center 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	East Ventura Job and Career Center 2900 Madera Road Simi Valley, CA 93065	No	0
30	Mexican American Opportunity Foundation 701 South C Street, Suite A, Oxnard, CA 93030 Tel: (805) 385-3789 Fax: (805) 385-3792	No	0
31	Ser-Jobs for Progress Inc. 1136 East Montecito Street, Santa Barbara CA 93103 Tel: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
32	Minority Professional Network PO Box 55399 Atlanta, GA 30308	No	0
33	Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC) 5200 Valentine Road Ventura, CA 93003 Tel: (805) 289-7925 Fax: (805) 289-7931	No	0
34	L.A. Gay & Lesbian Center jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shradler Blvd. Los Angeles, CA 90028	No	0
35	Ventura College 4667 Telegraph Road Ventura, CA 93003	No	0
36	Asian American Economic Development Enterprise 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 aaedeinfo@gmail.com http://aaede.org/	No	0
37	Job Korea USA, Inc. 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0
38	Jewish Jobster www.jewishjobster.com Ceo@JewishJobster.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Ventura Job and Career Center 4657 Telephone Road Ventura, CA 93003	No	0
40	Ventura County Star 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
41	Santa Barbara City College Santa Barbara Career Center 506 Chapala Street Santa Barbara CA 93101	No	0
42	California Lutheran University Career Services 60 West Olsen Road #2400 Thousand Oaks, CA 91360 clewis@callutheran.edu	No	0
43	Workforce Resource Center 130 East Ortega Street Santa Barbara, CA 93101	No	0
44	West Oxnard Job and Career Center 2901 N Ventura Road Oxnard, CA 93036	No	0
45	Oxnard College Job and Career Center 4000 South Rose Avenue Oxnard, CA 93033	No	0
46	Adzuna website www.adzuna.com	No	0
47	JobisJob website www.jobisjob.com	No	0
48	Myjobhelper website www.myjobhelper.com	No	0
49	Oodle website www.oodle.com	No	0
50	The Job Spider website www.jobspider.com	No	0
51	Trovit website www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2019-July 31, 2020**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of January, 2020, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Training is always available to SEU staff interested in advancing within the Company and, most recently, significant cross-training was conducted as a result of the COVID-19 pandemic. The furloughs and lay-offs which effected our SEU required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time.</p> <p>Specific examples of our cross-training efforts included: 1) our Market Manager and Program Director taught our Business Office Assistant to assume all of the duties of our Promotions Manager; 2) Market Manager trained our Program Director to take on all of the duties of the Operations Manager for a vacancy that will not be filled at this time; 3) and, our Chief Engineer taught an IT staff member how to handle certain technical issues when he is unavailable.</p>
3	Host event/program sponsored by an educational institution related to career opportunities in broadcasting	Throughout this reporting period, the SEU conducted tours of its facilities for students and youth groups interested in a career in the broadcast industry (up until March 2020 when the COVID-19 pandemic caused closure of the office).

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 4, 2020, Cal Lutheran University welcomed our SEU's Program Director to its Broadcast Center as a guest speaker, during which he spoke with students about career opportunities in broadcasting, the education/skill sets necessary for success in the radio business, and job openings within our SEU.
5	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2020-July 31, 2021¹**

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
Promotions Coordinator	4-9, 11-13, 15-18-47	7

¹ This Report was revised in September 2021 to address a minor reporting issue.

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ (FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2020-July 31, 2021**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
2	Station Website Postings <i>(one or more SEU stations)</i>	No	0
3	All Access Website www.allaccess.com	No	0
4	Word-of-Mouth Referral	No	0
5	Cumulus Careers Website www.cumulusmedia.jobs.net	No	3
6	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	No	2
7	Internal Posting	No	0
8	Southern California Broadcasters Association (SCBA) 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	0
9	Cumulus Business Managers BM@cumulus.com	No	0
10	Internal Transfer/Promotion	No	0
11	SEU Job Fairs <i>(see Section III)</i>	No	0
12	Ventura College 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
14	SEU Facebook Page(s)	No	0
15	Black Los Angeles Democrats blacklayoungdems@gmail.com	No	0
16	Ventura County Professional Women's Network P.O. Box 6329 Oxnard Ca, 93031 info@vcpwn.org (866) 275-4134	No	0
17	Glassdoor Website www.glassdoor.com	No	0
18	County of Ventura RAIN project 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
19	Center for Employment Training (CET) 761 S. C Street Oxnard, CA 93030 Fax: (805) 487-7775	No	0
20	Entertainment Careers Website www.entertainmentcareers.net	No	0
21	Ventura County Community College District Website www.vcccd.edu	No	0
22	NAACP Youth and College Council Ventura PO. Box 5852 Oxnard, CA 93031	No	0
23	Pacific Pride Foundation 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
24	Employment Development Department (EDD) Ventura Job & Career Center 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
25	East Ventura Job and Career Center 2900 Madera Road Simi Valley, CA 93065	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Mexican American Opportunity Foundation 701 South C Street, Suite A, Oxnard, CA 93030 Tel: (805) 385-3789 Fax: (805) 385-3792	No	0
27	Ser-Jobs for Progress Inc. 1136 East Montecito Street, Santa Barbara CA 93103 Tel: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
28	Minority Professional Network PO Box 55399 Atlanta, GA 30308	No	0
29	Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC) 5200 Valentine Road Ventura, CA 93003 Tel: (805) 289-7925 Fax: (805) 289-7931	No	0
30	L.A. Gay & Lesbian Center jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shradder Blvd. Los Angeles, CA 90028	No	0
31	Ventura College 4667 Telegraph Road Ventura, CA 93003	No	0
32	Asian American Economic Development Enterprise 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 aaedeinfo@gmail.com http://aaede.org/	No	0
33	Job Korea USA, Inc. 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0
34	Jewish Jobster www.jewishjobster.com Ceo@JewishJobster.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Ventura Job and Career Center 4657 Telephone Road Ventura, CA 93003	No	0
36	Ventura County Star 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
37	Santa Barbara City College Santa Barbara Career Center 506 Chapala Street Santa Barbara CA 93101	No	0
38	California Lutheran University Career Services 60 West Olsen Road #2400 Thousand Oaks, CA 91360 clewis@callutheran.edu	No	0
39	Workforce Resource Center 130 East Ortega Street Santa Barbara, CA 93101	No	0
40	West Oxnard Job and Career Center 2901 N Ventura Road Oxnard, CA 93036	No	0
41	Oxnard College Job and Career Center 4000 South Rose Avenue Oxnard, CA 93033	No	0
42	Adzuna website www.adzuna.com	No	0
43	JobisJob website www.jobisjob.com	No	0
44	Myjobhelper website www.myjobhelper.com	No	0
45	Oodle website www.oodle.com	No	0
46	The Job Spider website www.jobspider.com	No	0
47	Trovit website www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

**KBBY-FM, KHAY(FM), KVYB(FM),
 KRUZ(FM) and KVEN(AM)
 EEO PUBLIC FILE REPORT
 August 1, 2020-July 31, 2021**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	On March 2, 2021, our Our Market, Business, and Assistant Business Managers participated in a training session sponsored by the California Broadcaster's Association, entitled, <i>The FCC EEO Rules and How to Survive Them</i> . The training provided best practices to stay on top of the FCC's EEO requirements. Participants were provided with the manual, <i>EEO Regulations for Broadcasters</i> following the session to refer to when questions arise.
2	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 26, 2021, our SEU's Dedicated Digital Expert participated in the California State University-Channel Islands virtual job fair, during which she spoke with the students about career opportunities in broadcasting, emphasizing the ever-increasing role technology plays in the industry, as well as job openings within the SEU.
3	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 10, 2021, our SEU's Business and Assistant Business Managers participated in the California Lutheran University virtual job fair, during which they spoke with students about career opportunities in broadcasting as well as job openings within the SEU. Our Business Manager prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 19, 2021, our SEU's Business Manager participated in the Arizona State University virtual job fair, during which she spoke with students about career opportunities in broadcasting as well as job openings within the SEU. She prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.
5	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On June 29, 2021, the SEU's Dedicated Digital Expert and Local Sales Manager attended the Ventura Chamber of Commerce job fair, which took place at the Crowne Plaza Hotel in Ventura. They spoke with attendees about career opportunities in broadcasting, emphasizing the ever-increasing role technology plays in the industry, as well as job openings within the SEU.
6	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Training is always available to SEU staff who are interested in advancing within the Company and, most recently, significant cross-training was conducted as a result of the COVID-19 pandemic. The furloughs and lay-offs which effected this SEU required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time.</p> <p>A specific example of this training is as follows: our Business Manager taught our Assistant Business Manager and Continuity Coordinator how to handle incoming orders and invoices for political advertising, which included uploading orders and invoices into the Stations' online public files in the absence of the Business Manager. This task is critical since the FCC has emphasized its importance as well as the consequences if political documents are not consistently uploaded properly and in a timely fashion.</p>

Note About Status of KVEN(AM) License

Although Station KVEN(AM), Ventura, California (Facility ID 35847) was part of the Oxnard/Ventura station employment unit for almost the entire period covered by these EEO Public File Reports, please note that the KVEN license was surrendered on July 23, 2021. According to a Media Bureau staff member, its license was cancelled in CDDBS, the call sign was deleted, and it was removed from the AM engineering database. Further, there is no longer an online public inspection file ("OPIF") for KVEN in the FCC's OPIF database.

Attachment B

**KBBY-FM, KHAY(FM), KVYB(FM),KRUZ(FM) and KVEN(AM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive	Date Filled: 02/18/2020
Recruitment Source ("RS") Referring Hiree: Indeed Website (RS # 7)	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
4.	Word-of-Mouth Referral	No	1
5.	Monster Website www.monster.com	No	0
6.	Cumulus Careers Website www.cumulusmedia.jobs.net	No	0
7.	Indeed Website www.indeed.com	No	4
8.	Internal Posting	No	0
9.	Link Up Website www.linkup.com	No	0
10.	Zip Recruiter Website www.ziprecruiter.com	No	0
11.	Southern California Broadcasters Association (SCBA) 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	0
12.	Cumulus Business Managers BM@cumulus.com	No	0
16.	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
17.	SEU Facebook Page(s)	No	0
19.	Black Los Angeles Democrats blacklayoungdems@gmail.com	No	0
20.	Ventura County Professional Women's Network P.O. Box 6329 Oxnard Ca, 93031 info@vcpwn.org (866) 275-4134	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
21.	Glassdoor Website www.glassdoor.com	No	0
22.	County of Ventura RAIN project 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
27.	Pacific Pride Foundation 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
31.	Ser-Jobs for Progress Inc. 1136 East Montecito Street, Santa Barbara CA 93103 Tel: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
34.	L.A. Gay & Lesbian Center jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shradler Blvd. Los Angeles, CA 90028	No	0
36.	Asian American Economic Development Enterprise 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 aaedeinfo@gmail.com http://aaede.org/	No	0
37.	Job Korea USA, Inc. 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0
38.	Jewish Jobster www.jewishjobster.com Ceo@JewishJobster.com	No	0
42.	California Lutheran University Career Services 60 West Olsen Road #2400 Thousand Oaks, CA 91360 clewis@callutheran.edu	No	0
Total Interviewees			5

ION JAN 13, 2020 59°

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[Newsletter Sign Up](#)

(<https://www.independent.com/subscribe>)



Santa Barbara
Independent

(<https://www.independent.com/>)

Tips
(<https://www.independent.com/send-a-tip>)

AE Posted 1/13/20 #16

**ENTER TO WIN A MINIPAK
TO THIS YEAR'S SBIFF | JAN 6 - 13**



**Santa Barbara
INTERNATIONAL
Film
FESTIVAL**

Independent

Submission

Thank you. Your ad has been submitted successfully.

Summary:

The additional ad cost is small enough that we will not charge you.

Name : Megan E Rose
Company : Cumulus Media Inc.
Address : 1376 Walter Street Suite 6
Ventura, CA 93003
Phone : 805-642-8595
E-mail : megan.rose@cumulus.com

Ad Information:

Ad number: 60137
Classification : Sales/Marketing
Publication : First run date Last run date # run dates
Free Online Classifieds 8/29/19 2/29/20 81
Credit created : \$0.00
Preview :

CUMULUS MEDIA (Oxnard/Ventura) is seeking a talented and dynamic Account Executive who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sales professional.

Who We Are:

Cumulus | Oxnard/Ventura currently

News (<https://www.independent.com/category/news/>)

Arts & Entertainment (<https://www.independent.com/category/arts-entertainment/>)

19, 20, 22,
→ 27, 31, 34,
42, 38

From: Caitlin Casas
Bcc: blackyoungsdems@gmail.com; info@vcown.org; info@raincommunities.com; hello@pacifcoridefoundation.org; serinfo@sercallforia.com; jobs@laavcenter.org; clewis@callutheran.edu; info@hiringfair.org; ceo@jewishjobster.com
Subject: Account Executive Position - Cumulus Oxnard/Ventura
Date: Monday, January 13, 2020 3:16:00 PM
Attachments: [image001.png](#)
[Account Executive - Oxnard-Ventura.pdf](#)

1/13/20 NEW ACCOUNT EXECUTIVE POSITION POSTING FOR CUMULUS OXNARD/VENTURA.

TO APPLY:

<https://cumulus.hrmdirect.com/employment/job-openings.php?search=true>

Caitlin Casas
Assistant Business Manager
Cumulus Radio Station Group | Oxnard/Ventura/Santa Barbara
O: (805) 642-8595
D: (805) 212-4903

1376 Walter Street, Ventura, CA, 93003
Caitlin.Casas@cumulus.com
cumulusmedia.com



**KBBY-FM, KHAY(FM), KVYB(FM),KRUZ(FM) and KVEN(AM)
VACANCY DATA FORM**

Full-Time Job Title: Promotions Coordinator	Date Filled: 07/12/2021
Recruitment Source ("RS") Referring Hiree: Internal Posting (RS # 7)	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
4.	Word-of-Mouth Referral	No	0
5.	Cumulus Careers Website www.cumulusmedia.jobs.net	No	3
6.	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	No	2
7.	Internal Posting	No	0
8.	Southern California Broadcasters Association (SCBA) 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	0
9.	Cumulus Business Managers BM@cumulus.com	No	0
11.	SEU Job Fairs (<i>see Section III</i>)	No	0
12.	Ventura College 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0
13.	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
15.	Black Los Angeles Democrats blacklayoungdems@gmail.com	No	0
16.	Ventura County Professional Women's Network P.O. Box 6329 Oxnard Ca, 93031 info@vcpwn.org (866) 275-4134	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	Glassdoor Website www.glassdoor.com	No	0
18.	County of Ventura RAIN project 1732 S. Lewis Road Camarillo, CA 93010 Fax: (805) 484-7585	No	0
19.	Center for Employment Training (CET) 761 S. C Street Oxnard, CA 93030 Fax: (805) 487-7775	No	0
20.	Entertainment Careers Website www.entertainmentcareers.net	No	0
21.	Ventura County Community College District Website www.vcccd.edu	No	0
22.	NAACP Youth and College Council Ventura PO. Box 5852 Oxnard, CA 93031	No	0
23.	Pacific Pride Foundation 819 W Church St. Santa Maria, CA 93458 Santa Barbara: (805) 963-3636	No	0
24.	Employment Development Department (EDD) Ventura Job & Career Center 4651 Telephone Road, Suite 201 Ventura CA 93001	No	0
25.	East Ventura Job and Career Center 2900 Madera Road Simi Valley, CA 93065	No	0
26.	Mexican American Opportunity Foundation 701 South C Street, Suite A, Oxnard, CA 93030 Tel: (805) 385-3789 Fax: (805) 385-3792	No	0
27.	Ser-Jobs for Progress Inc. 1136 East Montecito Street, Santa Barbara CA 93103 Tel: (805) 966-6079 Email: ser.jobsforprogress@gmail.com	No	0
28.	Minority Professional Network PO Box 55399 Atlanta, GA 30308	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
29.	Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC) 5200 Valentine Road Ventura, CA 93003 Tel: (805) 289-7925 Fax: (805) 289-7931	No	0
30.	L.A. Gay & Lesbian Center jobs@lagaycenter.org McDonald/Wright Building, 1625 N. Shradler Blvd. Los Angeles, CA 90028	No	0
31.	Ventura College 4667 Telegraph Road Ventura, CA 93003	No	0
32.	Asian American Economic Development Enterprise 216 W. Garvey Avenue, Suite E Monterey Park, CA 91754 Tel: (626) 572-7021 aaedeinfo@gmail.com http://aaede.org/	No	0
33.	Job Korea USA, Inc. 3470 Wilshire Blvd., Suite 644 Los Angeles, CA 90010 Tel : 213) 384-1004, Fax : 213) 867-9937 Email : jobfair@jobkoreausa.com	No	0
34.	Jewish Jobster www.jewishjobster.com Ceo@JewishJobster.com	No	0
35.	Ventura Job and Career Center 4657 Telephone Road Ventura, CA 93003	No	0
36.	Ventura County Star 5250 Ralston, Ventura Ca 93003 Fax (805) 644-1673	No	0
37.	Santa Barbara City College Santa Barbara Career Center 506 Chapala Street Santa Barbara CA 93101	No	0
38.	California Lutheran University Career Services 60 West Olsen Road #2400 Thousand Oaks, CA 91360 clewis@callutheran.edu	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
39.	Workforce Resource Center 130 East Ortega Street Santa Barbara, CA 93101	No	0
40.	West Oxnard Job and Career Center 2901 N Ventura Road Oxnard, CA 93036	No	0
41.	Oxnard College Job and Career Center 4000 South Rose Avenue Oxnard, CA 93033	No	0
42.	Adzuna website www.adzuna.com	No	0
43.	JobisJob website www.jobisjob.com	No	0
44.	Myjobhelper website www.myjobhelper.com	No	0
45.	Oodle website www.oodle.com	No	0
46.	The Job Spider website www.jobspider.com	No	0
47.	Trovit website www.trovit.com	No	0
Total Interviewees			5

Keywords (job, name, email, phone, etc.) | Location (city, postal code, etc.)

Search

DASHBOARDS

Everything you need at a glance

The number shown here references the number of Requisitions open. It does not reflect ALL Requisitions

2

MY REQUISITIONS

0 postings expiring in the next 7 days

The number shown here references the number of New Candidates that are associated to you as a user

70

NEW CANDIDATES

My total number of new candidates

REPORTS

Run reports or create your own

Home > Edit job posting Promotions Coordinator 001005

Referencing requisition 001005 - Promotions Coordinator

Edit job posting Promotions Coordinator 001005



Posting ID *:

001005

Career Site Posting Template :

Website

Website

- Website

Career Site Go Live Date *:

04/09/2021 X

Career Site Expiration Date *:

06/07/2021 X

Length (in days) *:

60

Directing applicants from job boards to *:

Cumulus Media

1. Post to your career sites

Cumulus Media (Public Site)

Apply Online URL View Posting Direct Import Email

2. Post automatically to job boards (next step)

- Adzuna - (Deactivated) # 42
- Glassdoor.com - (Deactivated) # 17
- Job Is Job - (Deactivated) # 43
- The Job Spider - (Deactivated) # 46
- MyJobHelper - (Deactivated) # 44
- Oodle - (Deactivated) # 45
- Trovit - (Deactivated) # 47

Top [▲]
version 4.1.5494 | www.careerbuilder.com | [Documentation](#)

* Printed after position was filled



MRS #5 (5 pages)

Keywords (job name, email, phone, etc.) Location (city, postal code, etc.)



DASHBOARDS Everything you need at a glance

2

MY REQUISITIONS 0 postings expiring in the next 7 days

70

NEW CANDIDATES My total number of new candidates



REPORTS Run reports or create your own

Requisitions

Back to Requisitions

Filter

Previous Requisition

Next Requisition

OPEN REQ ID 001361
On-Air Host/Online Platf...
 Stockton, California, US
 Recruiter: Tonya Graybill
 /1 Remaining openings
 Matching

CANCELLED REQ ID 001061
Chief Engineer
 Ventura, California, US
 Recruiter: Tonya Graybill
 /1 Remaining openings

FILLED REQ ID 001005
Promotions Coordinator
 Ventura, California, US
 Recruiter: Tonya Graybill
 /1 Remaining openings

CANCELLED REQ ID 000824
Chief Engineer
 Ventura, California, US
 Recruiter: Tonya Graybill
 /1 Remaining openings

OPEN REQ ID 000812
Account Executive
 Modesto, California, US
 Recruiter: Tonya Graybill
 /1 Remaining openings
 Matching

CANCELLED REQ ID 000156
Operations Manager
 Ventura, California, US
 Recruiter: Tonya Graybill
 /1 Remaining openings

1 1-6 on 5

Promotions Coordinator

Requisition ID: 001005
Creation Date: 04/08/2021
Form Modified: 06/30/2021
Disposition stage: Filled

Generate funnel report View Candidates in Process Posting I

Requisition Details Attachments History Basic Qualifications Forms

Position Description

Market Manager/EVP (Requisition Approval) Sommer Frisk	Hiring Manager Tonya Graybill	Hiring Team Caitlin Casas	Recruiter Tonya Graybill
---	----------------------------------	------------------------------	-----------------------------

Send Candidate Resume at Time of Application

Position Overview

Employment Type Full-Time	Position Type Non-Exempt	Addition or Replacement Replacement	If replacement, who is it replacing Telma Cruz
Organization Cumulus Radio Group	Market Oxnard	Department Administrative	Position Position Not Listed - Use this template (IMPORTANT: YOU MUST EDIT THE JOB POSTING TITLE BELOW)

Position Location

Country United States	Posting Location Ventura, California, US	Advised Posting Location Ventura/Oxnard, California, US
--------------------------	---	--

Position Detail

Requisition ID 001005	Job Posting Title Promotions Coordinator	Number of Openings 1	Career Site Job Category (3 max) Promotions
Career Builder Category code (3 max) Media - Journalism - Newspaper	Years Experience Entry level		



listeners every day. In addition, we reach the entire country with a suite of digital products.

The Promotions Coordinator travels around the area and represents the Cumulus stations at specified events, acting as Brand Ambassadors. This includes set-up and breakdown of pop-up tents and tables, hanging banners, interacting with listeners and registering people to win prizes. To join the team, you must be able to lift 50 pounds, and be on your feet for extended periods of time.

In the office, the Promotions Coordinator handles prize fulfillment, event preparation, contest building, prize sheet creation, brainstorming new ideas and other promotion-oriented tasks (such as maintaining station websites and social media posts as directed by program directors). The position also includes running errands and helping with vehicle maintenance, answering phones and receiving listeners that are claiming their prizes.

We're looking for charismatic applicants, with smiling faces and outgoing personalities. If you love talking to people and listening to great radio, this could be the perfect job for you.

Key Responsibilities:

- Assist in planning, organizing & execution of promotional events and digital campaigns
- Execute proper technical and physical set-up and breakdown of remote broadcasts and station events; ability to troubleshoot and resolve issues on the fly
- Represent stations at events in an upbeat, outgoing and friendly manner
- Data Entry of Promotional events and contesting
- Work with promotional partners and gathering of prizes for giveaways
- Create e-blasts, social media posts & website posts; review promotional information and graphics
- Inventory and maintenance of prize closet, calendars, events for current and upcoming promotions
- Assisting the Promotions and Business Department with projects as needed in the office
- Assist with vehicle inspections, fuel and coordinating maintenance
- Ability to drive station vehicles with attached trailer
- Maintain and storage of station equipment

Requirements

Qualifications:

- No experience necessary, however Customer Service experience helpful
- Must be 18 years of age or older with a High School Diploma or GED
- Must have a valid driver's license and clean driving record
- Reliable; have a flexible schedule and be available to work at least 40 hours per week, including days, nights, weekends and holidays
- May require lifting or moving up to 50 pounds
- Must be able to stand for extended periods of time
- Outgoing, energetic, detail-oriented and responsible
- Proficient using computers and Microsoft Word, Excel and PowerPoint
- Multi-tasking abilities
- Event experience a plus
- Strong Social Media skills with sites like Facebook, Twitter and Instagram
- Ability to learn new platforms (understanding of Microsoft 365 is a plus)

What we offer:

- Competitive pay
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask "what if" and try innovative solutions

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

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Please type Market name

here

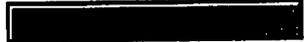
Oxnard/Ventura

Build / Edit Apply Form

Apply Form Template
Default

Front Office Fields
Resume (Required)
For On-Air roles, to
upload an air check as
part of your application,
please paste the audio

MES
#6



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Start of main content

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[583 reviews](#)

Oxnard, CA

[Cumulus Media](#)

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Job details

Job Type

Full-time

Full Job Description

CUMULUS | Oxnard/Ventura/Santa Barbara features 5 stations along the Central Coast of Ventura and Santa Barbara counties. Our stations include: 100.7 KHAY-FM, 95.1 KBBY-FM, 103.3 KRUZ-FM, 106.3 KVYB FM and 1450 KVEN-AM. Studios are located in Ventura, CA. The cluster of 5 stations reaches hundreds of thousands of listeners every day. In addition, we reach the entire country with a suite of digital products.

The Promotions Coordinator travels around the area and represents the Cumulus stations at specified events, acting as Brand Ambassadors. This includes set-up and breakdown of pop-up tents and tables, hanging banners, interacting with listeners and registering people to win prizes. To join the team, you must be able to lift 50 pounds, and be on your feet for extended periods of time.

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- Assist with vehicle inspections, fuel and coordinating maintenance
- Ability to drive station vehicles with attached trailer
- Maintain and storage of station equipment

JOB REQUIREMENTS

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- Must have a valid driver's license and clean driving record
- Reliable; have a flexible schedule and be available to work at least 40 hours per week, including days, nights, weekends and holidays
- May require lifting or moving up to 50 pounds
- Must be able to stand for extended periods of time
- Outgoing, energetic, detail-oriented and responsible
- Proficient using computers and Microsoft Word, Excel and PowerPoint

- Multi-tasking abilities
- Event experience a plus
- Strong Social Media skills with sites like Facebook, Twitter and Instagram
- Ability to learn new platforms (understanding of Microsoft 365 is a plus)

What we offer:

- Competitive pay
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask "what if" and try innovative solutions

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

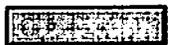
For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

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Cumulus Media

17 days ago

[original job](#)

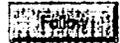


[Promotions Coordinator jobs in Oxnard, CA](#)

[Jobs at Cumulus Media in Oxnard, CA](#)

[Promotions Coordinator salaries in Oxnard, CA](#)

Company Info



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A leader in the radio broadcasting industry, CUMULUS MEDIA (PINK: CMIA) combines high-quality local programming with iconic, nationally s...

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MRS #20

{\"logRef\":\"bee1e1ee-9f79-44aa-955b-32de719413ad#252177065\", \"message\": \"Error parsing request body into JSON\", \"_embedded\": {\"errors\": [], \"_links\": {\"about\": {\"href\": \"http://developer.helpscout.net/mailbox-api/overview/errors#invalid-json\"}}}

ENTERTAINMENT CAREERS.NET

JOB SEEKERS EMPLOYERS

Post a Job My Postings Support

? Please help us, help you better. Please take this 60 second survey to let us know how we can better assist you with your job search and career development.

- Posting Guidelines
- FAQ
- Premium Listings
- Site Advertising
- ATS Integration

Post A Job: Confirmation

✔ Your posting has been submitted and an email confirmation has been sent.

Important Notes

Please note the following:

- It will take 24 hours for the job to appear live on the site to the general public.
- If you have duplicate postings (see list below), they must be removed before we will process any new postings.
- To Edit or Remove one of the other postings listed below, [Click Here](#)

Upgrade Your Posting

Increase the visibility of your job posting. Click "Upgrade" next to the listing to add one of the following benefits:

- **Featured Posting** - Posting will show at the top of your category
- **Company Logo** - Brand your posting with your logo
- **Web Link** - Direct applicants to your company's jobsite
- **Front Page** - Highlight your listing on our site's front page

Date	Job Title	Company	Location	Status	Modify
Apr 12	Promotions Coordinator	Cumulus Media Inc.	Ventura, CA	Offline	Edit Upgrade

<p>Support</p> <p>Report A Problem</p> <p>Job Seeker FAQ</p> <p>Employer FAQ</p> <p>Contact Us</p>	<p>Employer</p> <p>Post A Job</p> <p>Employer FAQ</p> <p>Premium Posting</p> <p>Who Uses Us</p>	<p>Advertising</p> <p>Site Advertising</p>	<p>Follow us</p> <p>Twitter</p> <p>Facebook</p> <p>YouTube</p> <p>TikTok</p>	<p>Site</p> <p>RSS Feeds</p> <p>Terms Of Use</p> <p>Privacy Policy</p> <p>Support Site</p> <p>Contact Us</p>	<p>This security of your personal information is of paramount importance to us. We hire outside companies to test our security on a daily basis.</p>  <p>powered by VeriSign</p>
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Attachment C

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ(FM) and KVEN(AM)**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of January, 2020, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Training is always available to SEU staff interested in advancing within the Company and, most recently, significant cross-training was conducted as a result of the COVID-19 pandemic. The furloughs and lay-offs which effected our SEU required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time.</p> <p>Specific examples of our cross-training efforts included: 1) our Market Manager and Program Director taught our Business Office Assistant to assume all of the duties of our Promotions Manager; 2) Market Manager trained our Program Director to take on all of the duties of the Operations Manager for a vacancy that will not be filled at this time; 3) and, our Chief Engineer taught an IT staff member how to handle certain technical issues when he is unavailable.</p>
3	Host event/program sponsored by an educational institution related to career opportunities in broadcasting	Throughout this reporting period, the SEU conducted tours of its facilities for students and youth groups interested in a career in the broadcast industry (up until March 2020 when the COVID-19 pandemic caused closure of the office).

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 4, 2020, Cal Lutheran University welcomed our SEU's Program Director to its Broadcast Center as a guest speaker, during which he spoke with students about career opportunities in broadcasting, the education/skill sets necessary for success in the radio business, and job openings within our SEU.
5	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.



Think^{HR}

CERTIFICATE OF ACHIEVEMENT

This is to certify that

Tonya Graybill

has completed the course:

**Workplace Harassment Prevention for Managers in California
(AB1825/2053/SB 1343), Connecticut & Maine - Archived**

January 10, 2020

RT #1

FW: [EXT] THANK YOU!!!

Dave Daniels <Dave.Daniels@cumulus.com>

Tue 7/21/2020 5:38 AM

To: Caitlin Casas <Caitlin.Casas@cumulus.com>

Cc: Tonya Graybill <Tonya.Graybill@cumulus.com>

Cal Lutheran thank you for EEO files.

RT
#4
1 page

See below.

Dave Daniels

KHAY Morning Show

Cumulus Radio Station Group | Oxnard/Ventura

O: 805-642-8595

1376 Walter Street, Ventura, CA. 93003

dave.daniels@cumulus.com

cumulusmedia.com

From: Spencer Fischer [sfcheckcheck@gmail.com]

Sent: Monday, July 20, 2020 3:59 PM

To: dave@khay.com; Dave Daniels

Subject: [EXT] THANK YOU!!!

Dear Dave Daniels,

WOW, it was great to have you back at CLU (California Lutheran University) on **February 4th!!** The class was all yours to groom with the radio vocab and you will be pleased to know EVERYONE passed!! You clearly left an impression. KHAY is lucky to have someone who cares about the community and takes an active role in guiding young people toward their dream careers.

Thank you for sharing your real world experience with the future of broadcast and podcast. Once it's safe to have you in a room full of grubby college kids, we'd LOVE to have you back once again!!

Thank you again.

Spencer Fischer

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Corporate Conferencing has invited you to attend the following event :

FCC Training webinar

22 July, Wednesday @ 11:00 AM EDT

EVENT DETAILS :

FCC Training webinar

Join Event

(If the join button above doesn't work, please click on the link below, or copy and paste it into your browser)



Richard Denning uploaded 2 files in the group: **Cumulus Business Managers**
July 20, 2020

RI #5
(3 pages)

Ladies and Gentlemen: As mentioned on the last Market Manager call, the training session on the FCC's EEO rules will be held this Wednesday, July 22. Based on your schedules, you will be able to participate either in an 11:00 am EST session or a 4:00 pm EST session. The join-in instructions for the respective sessions are attached. If you have any questions, please do not hesitate to call me at

Best, Richard.



FCC EEO Rules Conference Call Inf...
Workplace



FCC EEO Rules Conference Call Inf...
Workplace

**KBBY-FM, KHAY(FM), KVYB(FM),
KRUZ(FM) and KVEN(AM)**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	On March 2, 2021, our Our Market, Business, and Assistant Business Managers participated in a training session sponsored by the California Broadcaster's Association, entitled, <i>The FCC EEO Rules and How to Survive Them</i> . The training provided best practices to stay on top of the FCC's EEO requirements. Participants were provided with the manual, <i>EEO Regulations for Broadcasters</i> following the session to refer to when questions arise.
2	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 26, 2021, our SEU's Dedicated Digital Expert participated in the California State University-Channel Islands virtual job fair, during which she spoke with the students about career opportunities in broadcasting, emphasizing the ever-increasing role technology plays in the industry, as well as job openings within the SEU.
3	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 10, 2021, our SEU's Business and Assistant Business Managers participated in the California Lutheran University virtual job fair, during which they spoke with students about career opportunities in broadcasting as well as job openings within the SEU. Our Business Manager prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 19, 2021, our SEU's Business Manager participated in the Arizona State University virtual job fair, during which she spoke with students about career opportunities in broadcasting as well as job openings within the SEU. She prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.
5	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On June 29, 2021, the SEU's Dedicated Digital Expert and Local Sales Manager attended the Ventura Chamber of Commerce job fair, which took place at the Crowne Plaza Hotel in Ventura. They spoke with attendees about career opportunities in broadcasting, emphasizing the ever-increasing role technology plays in the industry, as well as job openings within the SEU.
6	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Training is always available to SEU staff who are interested in advancing within the Company and, most recently, significant cross-training was conducted as a result of the COVID-19 pandemic. The furloughs and lay-offs which effected this SEU required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time.</p> <p>A specific example of this training is as follows: our Business Manager taught our Assistant Business Manager and Continuity Coordinator how to handle incoming orders and invoices for political advertising, which included uploading orders and invoices into the Stations' online public files in the absence of the Business Manager. This task is critical since the FCC has emphasized its importance as well as the consequences if political documents are not consistently uploaded properly and in a timely fashion.</p>

[EXT] CBA Webinar Follow Up

Lisa Fields, Broadcast1Source <lfields@bc1source.com>

Thu 3/4/2021 9:59 AM

To: Tonya Graybill <Tonya.Graybill@cumulus.com>

RT #1

[View this email in your browser](#)



On behalf of all of us at [Broadcast1Source](#), [TLP Law](#), and the [California Broadcaster's Association](#), thank you for participating in our FCC EEO Training meeting on March 2, 2021. We appreciate your interest in additional training on this subject matter and the great questions posed to us.

This email serves as your certificate of participation. Please print and retain a copy to include in your EEO Public File.

We are happy to continue to be a resource to you and your colleagues. Please don't hesitate to reach out if we can be of further service.

Sincerely,

A handwritten signature in cursive script that reads "Lisa".

Lisa A. Fields
SVP/General Manager, Broadcast1Source
P: 336.553.0620
lfields@bc1source.com
www.broadcast1source.com

RI #2

Fwd: Thank you!

Kelly Jones <Kelly.jones@cumulus.com>

Fri 2/26/2021 2:30 PM

To: Tonya Graybill <Tonya.Graybill@cumulus.com>

Here's my thank you for the career presentation I did today.

Thanks!

Kelly-marie Jones
Designated Digital Expert / Senior Account Executive
Cumulus Media, Oxnard / Ventura
 KBBY KHAY KVEN KVYB KRUZ
 1376 Walter St. Ventura, CA 93003
 Direct (805) 212-7014
 Cell (805) 258-9607
 Fax (805) 639-0570

Visit calendly.com/kellymariejones to schedule time to talk about your business!

Begin forwarded message:

From: "Sewell, Lisa" <lisa.sewell@csuci.edu>
Subject: Thank you!
Date: February 26, 2021 at 2:24:36 PM PST
To: Kelly-marie Jones <kelly.jones@cumulus.com>
Cc: "French, Kem" <kem.french@csuci.edu>

Hi Kelly,

Thank you so much for leading an awesome session today!

Hearing everybody's elevator pitch was so much fun, and a really valuable activity for them as they prepare for job interviews.

We're very fortunate to have support from local community members like you. The Career Development & Alumni Engagement team appreciates your involvement and I hope we can continue to collaborate in the future.

Have a wonderful weekend!
Lisa

Lisa Sewell '07
Pronouns: She, Her, Hers
 Alumni Mentorship Coordinator & Career Counselor
Join Dolphin Connect, CI's online mentoring community!

California State University Channel Islands
Career Development & Alumni Engagement
lisa.sewell@csuci.edu | csuci.edu/careerdevelopment/

RT #3

[EXT] [BULK] CLU Virtual Career & Intern Expo Survey Reminder

Smith, Cynthia <csmith@callutheran.edu>

Wed 3/17/2021 10:45 AM

Dear Employers/Recruiters:

We appreciate you taking the time to attend the Virtual Career & Intern Expo, hosted by Cal Lutheran's Career Services Office. Last week we sent you the following survey. If you have already completed it, thank you! If not, please take a moment to do so now so that we can continue to improve the event in the future. The results from this survey will remain anonymous and confidential. If you were not the person that attended, please forward to those that were at the event.

Please click the link below to take the survey:

https://callutheran.az1.qualtrics.com/jfe/form/SV_9KzzBUIImI5EnXAW

Thank you for helping us make this another great year! Without our employers, this event would not be possible and we look forward to your attendance next year.

Cynthia Smith
Assistant Director/Career Counselor
Career Services
Pronouns: She/Her/Hers

 California Lutheran University
60 West Olsen Road #2400 | Thousand Oaks, CA 91360
Office: (805) 493-3196
Callutheran.edu/career

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RT #4

[EXT] RE: Thank you!

David Leighton <David.Leighton@asu.edu>

Mon 2/22/2021 10:27 AM

To: Tonya Graybill <Tonya.Graybill@cumulus.com>

Thank you, Tonya! Our students had a wonderful time and we greatly appreciate you connecting with them on Friday!! I'm going to have my colleague Alex reach out to hopefully setup some time to speak with you and maybe Catlin to ask you how the whole process was. Alex is working on a project for employer relations and we want to know how you felt everything went, recommendations for the future, and checking in to see how we can help you with current or future recruiting strategies.

Let's keep in touch!

D.P. Leighton, MFA

(He/Him/His)

Assistant Director - Career Services
Herberger Institute for Design and the Arts
Arizona State University
p: 480-727-5456
email: dleight@asu.edu



From: Tonya Graybill <Tonya.Graybill@cumulus.com>

Sent: Monday, February 22, 2021 9:15 AM

To: David Leighton <David.Leighton@asu.edu>

Subject: Thank you!

Hi David,

I just wanted to drop a note and let you know that the job fair on Friday was a great experience! Thank you for letting us have an opportunity to promote our company and the careers that are available in radio.

TJ 😊

Tonya Graybill

Business Manager

Cumulus Radio Station Group | Modesto/Stockton & Oxnard/Ventura

O: 209.507.8509

M: 209.479.2248

RT #5

Fwd: Join us For Our Job Fair! 😊

Kelly Jones <Kelly.jones@cumulus.com>

Mon 6/14/2021 12:04 PM

To: Tonya Graybill <Tonya.Graybill@cumulus.com>; Caitlin Casas <Caitlin.Casas@cumulus.com>

Cc: Tim Barden <Tim.Barden@cumulus.com>

We should do this!

Begin forwarded message:

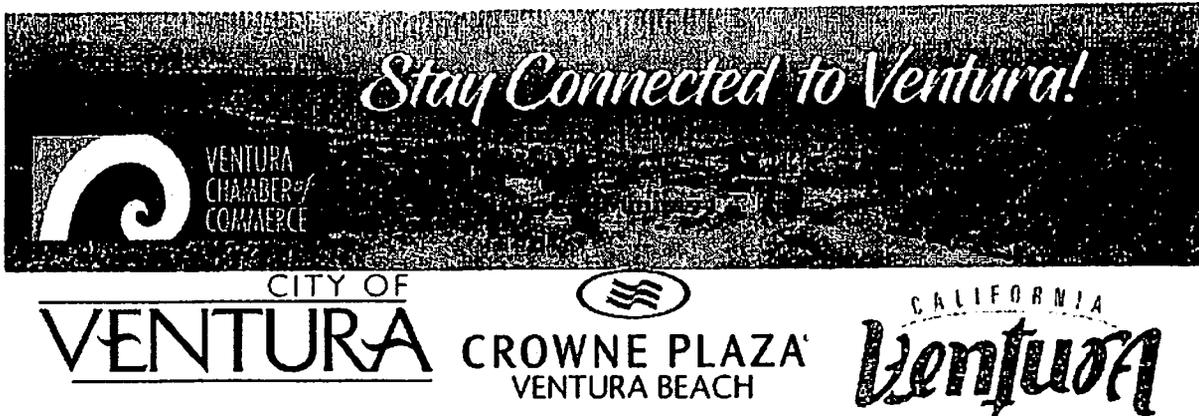
From: Ventura Chamber of Commerce <info@ventura-chamber.org>

Subject: Join us For Our Job Fair! 😊

Date: June 14, 2021 at 12:02:03 PM PDT

To: kelly@diversitycollective.org

Reply-To: info@ventura-chamber.org



In response to the needs of our business community, the City of Ventura - Economic Development, Visit Ventura, and the Ventura Chamber of Commerce have joined together to hold a job fair. (See details below) A special thank you to the Crowne Plaza Ventura Beach Hotel for their generosity in hosting the event.

Registration is being given on a first come, first served basis, so please complete and return your registration form as soon as possible. Registration will be capped at thirty (30) businesses, so don't wait as we expect to reach capacity quickly.

Job Fair Date: Tuesday, June 29, 9:00am-1:00pm
Location: Top of the Crowne Plaza Hotel (450 E. Harbor Blvd., Ventura 93001)
Registration Deadline: Thursday, June 24 at 3:00pm
This is a free event for employees and job seekers.

Return registration form to the Ventura Chamber of Commerce
Fax: 805-653-8015
Email: info@ventura-chamber.org

[Click Here to Download Registration Form](#)

CONNECT with the Chamber!



Ventura Chamber of Commerce | 505 Poli Street, 2nd Floor, Ventura, CA 93001

[Unsubscribe kelly@diversitycollective.org](#)

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Sent by info@ventura-chamber.org powered by

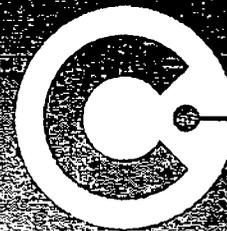


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M E D I A

Career Areas include:

- General & Administrative
- Engineering
- Sales
- Promotions
- Production

(Pamphlet that was handed out)