

**KSMY-FM, KSNI-FM, KXFM-FM, KSMX-AM
 KVEC-AM, KSLY-FM, KURQ-FM, KSTT-FM
 EEO PUBLIC FILE REPORT
 08/01/10 – 07/31/11**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
CHIEF ENGINEER	1-22	4
ACCOUNT EXECUTIVE	1-21	3
ACCOUNT EXECUTIVE	1-21	4
ACCOUNT EXECUTIVE	1-21, 23	3
ACCOUNT EXECUTIVE	1-21, 23	18
ACCOUNT EXECUTIVE	1-21	21
ACCOUNT EXECUTIVE	1-21	4
ACCOUNT EXECUTIVE	1-21	7
TRAFFIC MANAGER	1-21	18
ACCOUNT EXECUTIVE	1-21	21
ACCOUNT EXECUTIVE	1-21	4
ACCOUNT EXECUTIVE	1-21, 23	4
MORNING SHOW HOST	1-21, 23	4
SALES ASSISTANT	1-21	3

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Santa Maria Workforce Resource Center 1410 S. Broadway; Santa Maria, CA 93454 Yolanda; 805-614-1550	No	0
2	EDD – 1 Stop Career Center 4111 Broad Street A San Luis Obispo, CA 93401 Beverly; 805-788-2631 https://www.slo-onestop.net/	No	0
3	Corporate Website: http://edbroadcasters.com All station websites: www.ksly.com , www.1240ksmx.com , www.sunnycountry.com , www.kstt.com , www.newrock1073.com , www.920kvec.com , www.991thefox.com elcompa1067.com , mycatcountry96.com	No	11
4	Employee Referrals	No	28
5	Walk-In/Self-Referrals	No	3
6	On-Air Announcements (across all SEU stations)	No	6
7	United Staffing Associates; 2050 S. Broadway, Santa Maria, Ca 93455; 805-349-2333. Vibiana Bruno; 805-269-4218	No	6
8	National Organization for Women PO Box 1306, San Lis Obispo, CA 93406	No	0
9	All Access Music Group www.allaccess.com	No	1
10	Santa Barbara Hispanic Chamber of Commerce PO Box 6592, Santa Barbara, CA 93160; 805-636-3680	No	0
11	Allan Hancock College 800 S College Dr., Santa Maria, CA 93454 Director of Human Resources; 805-922-6966	No	0
12	Craigslist http://slo.craigslist.org/ http://santamaria.craigslist.org/	No	3
13	Orfalea College of Business, Cal Poly University 1 Grand Ave; San Luis Obispo, CA 93407 Norinne Cruzat; 805-756-1543	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	NAACP – Lompoc Branch 185 Oakmont Avenue, Lompoc, CA 93436	No	0
15	California NAACP 1215 K Street, Suite 1609 Sacramento, CA 95814	No	0
16	City of Paso Robles – Business Development Center 1000 Spring Street, Paso Robles, CA 93446 Louis; 805-237-3850	No	0
17	City of Santa Maria 110 E. Cook Street, Room 1, Santa Maria, CA 93454 805-925-0951 x 203	No	0
18	Monster Job Search Engine www.monster.com	No	4
19	Cuesta college – Human Resources PO Box 8106, San Luis Obispo, CA 93406 Annette Loria, 805-546-3129	No	0
20	San Luis Obispo Chamber of Commerce 1039 Chorro Street, San Luis Obispo, CA 93401 Sally Buffalo; 805-781-2777	No	0
21	Central Coast Help Wanted Search Engine www.Centralcoasthelpwanted.com	No	10
22	Southern California Broadcasters Association 1849 Sawtelle Blvd., Suite 543, Los Angeles, CA 90025 310-444-1412	No	2
21	Job Fair (As described in section IV)	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD*			74

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event/activity for or on behalf of a community organization relating to careers in broadcasting	On September 15, 2010, our SEU co-sponsored an event with the Employer Advisory Council and Cuesta College Career Connections. Disseminated general information regarding opportunities that exist in radio in general and about job opportunities at our SEU specifically. We provided commercials to help publicize the event. SEU participants included our Business Manager, and Assistant Sales Manager (SLO).
2	Participate in event/activity for or on behalf of a community organization relating to careers in broadcasting	On April 12, 2011, our SEU co-sponsored an event with Cuesta College Career Connections. Disseminated general information regarding opportunities that exist in radio in general and about job opportunities at our SEU specifically. We provided commercials to help publicize the event. SEU participants included our General Sales Manager (SLO), and Assistant Sales Manager (SLO).
3	Internship Program	Our SEU has an ongoing internship program that provides the students from Cuesta College, Cal Poly University, and other university students an opportunity to gain knowledge of the broadcast industry. The Students earn college credit for participation, as well as valuable skills that will assist them in their career. The internship is overseen by our Operations Manager who helps ensure that the intern is exposed to various industry positions.
4	Sponsor event/program for or on behalf of an educational institution relating to careers in broadcasting. (2)	On May 5, 2011 and November 03, 2010, our On-air talent from our SEU spoke to a broadcasting class at Cuesta College. They spoke to the class about the radio industry in general as well as, discussed their starts in radio, what the job entails and gave them ideas on how to go about pursuing a career in radio. This happens twice a year, once in the spring and once in the fall.
5	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	Our SEU has designed a process for recruitment designed to have the maximum possible outreach. All applicable job openings are posted on several websites designed to reach a wide range of candidates. These sites include CBA website; All Access Website; EDD Virtual 1Stop; Cuesta College Job Bank; Monster, CentralCosatHelpWanted.com and Craigslist are the external web engines used. In addition jobs are posted on all station websites, on our Corporate website and internal portals.
6	Designed an activity to widely disseminate information about employment opportunities.	In order to maximize recruitment outreach, all stations run on-air commercials and website recruitment alerts inviting organizations who would like to be added as recruitment sources, as well as information about employment opportunities on all station sites. All jobs are mailed to a list of local organizations, including educational, civic, and minority organizations.