

# EEO PUBLIC FILE REPORT

## **KGB-FM, KHTS-FM, KIOZ-FM, KUSS-FM, KMYI-FM, KOGO-AM, KLSD-AM**

**August 1, 2007 through July 31, 2008**

### I. VACANCY LIST

Page 1 of 2

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive-KMYI: AE1107-02	1,3,5,9,13-19,22,27,30-31,33-38,41-44	5
Account Executive-KMYI: AE1207-02	1,3,5,9,13-19,22,27,30-31,33-38,41-44	9
Account Executive-KHTS: AE0607-02	1,3,5,7,9,13-19,22,27,30-31,33-38,41-44	27
Account Executive-KIOZ: AE1507-03	1,3,5,7,9,13-19,22,27,30-31,33-38,41-44	5
On-line Content Coord: GA0607-02	1,3,5,9,13-19,27, 30-31,33-38,41-46,48	1
Systems Administrator: GA0607-03	1,3,5,7,9,13-19,23,27,30-31,33-38,41-46	45
Traffic Assistant: GA0707-03	1,3,5,7,9,13-19,22,27,30-31,33-38,41-44	1
Talk Show Host: PD0407-01	1,3,5,9,13-19,27,30-31,33-38,41-44	27
Talk Show Producer: PD0807-03	1,3,5,9,13-19,27,30-31,33-38,41-44	27
AE Generic Posting AE0704 - *KLSD	1,3,5,7,9,13-19,23,27,30-31,33-38,41-44	27
AE Generic Posting AE0704 - *KGB	1,3,5,7,9,13-19,23,27,30-31,33-38,41-44	3
AE Generic Posting AE0704 - *CCT	1,3,5,7,9,13-19,24,27,30-31,33-38,41-44	27
AE Generic Posting AE0704 - *KMYI	1,3,5,7,9,13-19,24,27,30-31,33-38,41-44	27
AE Generic Posting AE0704 - *KIOZ	1,3,5,7,9,13-19,24,27,30-31,33-38,41-44	5
KLSD General Sales Mgr AE1607-03	1,3,5,7,9,13-19,27,30-31,33-38,41-44	1
AE - KIOZ: AE1507-03	1,3,5,7,9,13-19,23,27, 30-31,33-38,41-44	5
AE - KGB: AE2107-03	1,3,5,7,9,13-19,23,27, 30-31,33-38,41-44	27
AE - KGB: AE2207-03	1,3,5,7,9,13-19,23,27, 30-31,33-38,41-44	27
AE - KMYI: AE1807-03	1,3,5,7,9,13-19,23,27, 30-31,33-38,41-44	27
AE - KHTS: AE0707-02	1,3,5,7,9,13-19,24,27, 30-31,33-38,41-44	24
AE - KIOZ: AE1707-03	1,3,5,7,9,13-19,24,27, 30-31,33-38,41-44	27
AE - KLSD: AE2307-04	1,3,5,7,9,13-19,24,27, 30-31,33-38,41-44	27
AE - KOGO: AE1907-03	1,3,5,7,9,13-19,24,27, 30-31,33-38,41-44	1
AE - KHTS: AE2207-04	1,3,5,7,9,13-19,24,27, 30-31,33-38,41-44	27
RF Systems Engineer: GA1206-04	1,3,5,9,13-19,27, 30-31,33-38,41-46	32
Continuity Manager: GA0807-03	1,3,5,7,9,13-19,27,30-31,33-38,41-44	5
Traffic Manager: GA1007-04	1,3,5,7,9,13-19,27,30-31,33-38,41-44	27
NTR/Sales Assistant: GA1107-04	1,3,5,7,9,13-19,27,30-31,33-38,41-44	1
KLSD Talk Show Host: PD1707-04	1,3,5,7,9,13-19,27,30-31,33-38,41-44	27



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**II. MASTER RECRUITMENT SOURCE LIST**

<b>RS Number</b>	<b>Recruitment Source (RS) Information</b>	<b>Source Entitled to Vacancy Notice?</b>	<b>No of Interviewees Referred by RS</b>
1	Internal Posting/Internal Candidate/ CC Transfers	No	19
2	Radio Station On-Air Advertisement 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	0
3	San Diego Jobs Website sandiego.clearchannel.com 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	11
4	Radio Station Website Advertisement 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	0
5	Clear Careers Website <a href="http://www.clearcareers.com">www.clearcareers.com</a>	No	26
6	HireDiversity Website <a href="http://www.hirediversity.com">www.hirediversity.com</a>	No	No Longer Used
7	The Diversity Group Employment Website <a href="http://www.thediversitygroup.org">www.thediversitygroup.org</a> P.O. Box 740948; San Diego, CA 92174 (619) 264-4555 Contact: Oran Brown	No	1
8	“Diversity Employment” Publication P.O. Box 740948; San Diego, CA 92174 (619) 264-4555 Contact: Oran Brown	No	N/A

9	Southern California Broadcasters Association 5670 Wilshire Blvd., Ste 1370; Los Angeles, CA 90036 (323)904-4105 Contact: LaFern Watkins	No	1
10	San Diego Union Tribune – Classified Ads San Diego, CA 92112 (619) 299-5971 Contact:	No	N/A
11	North County Times – Classified Ads 207 E. Pennsylvania Avenue; Escondido, CA 92025 (760) 740-5443 Contact: Lynda Khoury	No	N/A
12	The Press Enterprise – Classified Ads 3512 Fourteenth Street; Riverside, CA 92501 (909) 684-1200 Contact: Ginny Pendleton	No	N/A
13	Mt. San Jacinto Community College 1499 North State Street; San Jacinto, CA 92583 Contact: Amy Uribe Email <a href="mailto:auribe@msjc.edu">auribe@msjc.edu</a> P: 909-487-6752 x1442 F: 909-654-3945	Yes	0
14	Palomar College - KKSM AM 1320 1140 West Mission Road; San Marcos, CA 92069 Contact: Meg Banta <a href="mailto:MBanta@palomar.edu">MBanta@palomar.edu</a> P: 760-744-1150 x5576	Yes	0
15	Cuyamaca College – Job Placement Office 900 Rancho San Diego Parkway; El Cajon, CA 92019 Contact: Laurie Brown <a href="mailto:laurie.brown@gcccd.net">laurie.brown@gcccd.net</a> P: 619-660-4437 F: 619-660-4294	Yes	0
16	San Diego City College – Career Center 1313 12 <sup>th</sup> Avenue; San Diego, CA 92101 Contact: Larry Maxey <a href="mailto:lmaxey@sdccd.net">lmaxey@sdccd.net</a> P: 619-388-3722 F: 619-388-3403	Yes	0
17	Fleet & Family Support Center 3005 Corbina Alley, Ste 1; San Diego, CA 92136 Contact: Monte Jones <a href="mailto:jones.monte@ns.cnrsw.navy.mil">jones.monte@ns.cnrsw.navy.mil</a> P: 619-556-9866 F: 619-556-9884	Yes	0

18	<p>Employment Development Department 8810 Rio San Diego Dr; San Diego, CA 92108 Contact: Bernice Jenkins, VARO, RM 3315 <a href="mailto:Bjenkin1@edd.ca.gov">Bjenkin1@edd.ca.gov</a> P: 619-400-0081 F: 619-400-0080</p>	Yes	0
19	<p>Employment Development Department 924 East Main Street; El Cajon, CA 92021 Contact: Terry Jensen <a href="mailto:tjensen@edd.ca.gov">tjensen@edd.ca.gov</a> P: 619-425-1584 F: 619-441-2395</p>	Yes	0
20	<p>Regional Occupational Program (ROP) 6145 Imperial Avenue; San Diego, CA 92114 Contact: Paul Phaneuf <a href="mailto:paulphaneuf@hotmail.com">paulphaneuf@hotmail.com</a> P: 619-266-9607 F: 619-266-4225</p>	Yes	Email No Longer Works
21	<p>*Neighborhood House Association 841 S. 41<sup>st</sup> Street; San Diego, CA 92101 Contact: Gloria Jenkins P: 619-263-7761 F: 619-263-6398</p>	Yes	Pulled File
22	<p>Job Fair #1 The Diversity Group Malcolm X Library San Diego, California July 27, 2007</p>	No	N/A
23	<p>Job Fair #2 Hire Quest Job Fair (Sales Focused) Embassy Suites - La Jolla, California September 19, 2007</p>	No	2
24	<p>Job Fair #3 Hire Quest Job Fair (Sales Focused) Embassy Suites - La Jolla, California October 31, 2007</p>	No	3

25	Job Fair #4 Hire Quest Job Fair (Sales Focused) Embassy Suites – La Jolla, California May 14, 2008	No	0
26	[intentionally blank]		
27	EE Referral/Non-EE Referral	No	94
28	[intentionally blank]		
29	Walk – In/Self 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	5
30	SD County Hispanic Chamber of Commerce 1250 6 <sup>th</sup> Avenue, Ste 550; San Diego, CA 92101 Contact: Eduardo Landeros <a href="mailto:elanderos@sdcchc.com">elanderos@sdcchc.com</a> P: 619-702-0790 F: 619-696-3282	Yes	0
31	Clear Channel San Diego Intern Program 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	1
32	Unknown/Other	No	3
33	Personal Services Division (CSS) Box 555020 Bldg 13150, Room 206 Camp Pendleton, CA 92055-5020 Contact: James White Jr. <a href="mailto:whitejo@pendleton.usmc.mil">whitejo@pendleton.usmc.mil</a> P: 760-725-9481 F: 760-725-5930	Yes	0
34	Point Loma Nazarene College 3900 Lomaland Drive; San Diego, CA 92106-2899 Contact: Charlie Howard <a href="mailto:charliehoward@ptloma.edu">charliehoward@ptloma.edu</a> P: 619-849-2384 F: 619-849-7023	Yes	0

35	Toward Maximum Independence (TMI) 4740 Murphy Canyon Road; San Diego, CA Contact: Teri Patterson <a href="mailto:terip@tmi-inc.org">terip@tmi-inc.org</a> P: 858-467-0600, Ext 318	Yes	0
36	University of California, San Diego Career Services Center <a href="http://career.ucsd">http://career.ucsd</a> (858) 534-2750 (Pat JaCoby & P Seyfert)	Yes	0
37	San Diego Radio Contact: Chris Carmichael <a href="mailto:chris@SDRadio.com">chris@SDRadio.com</a> Recruiter	No	N/A
38	Devry University 2655 Camino Del Rio North; Ste 201 San Diego, CA 92108 Contact: Stefanie Nolan <a href="mailto:snolan@devry.edu">snolan@devry.edu</a> P: 866-413-3879; F: 619-683-2448	Yes	0
39	Inside Radio – Publication and Website Contact: Gene McKay, General Manager P: 800-640-8852; F: 877-270-3998	No	N/A
40	Coleman College College - 619-465-3990 7380 Parkway Drive; La Mesa, CA 91942	No	N/A
41	Academy of Radio & TV Broadcasting Contact: Mary Jo Coniff <a href="mailto:mjconniff@aol.com">mjconniff@aol.com</a> P: 602-267-8001; F: 602-273-6411	Yes	0
42	The Portfolio Center – Columbia College Chicago  Contact: Matthew Green <a href="mailto:mgreen@colum.edu">mgreen@colum.edu</a> P: 312-344-7280; F: 312-344-8020	Yes	0

43	<p>Goods Entertainment/VoiceHunter.com</p> <p>Contact: Adam Goodman <a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a> P: 800-867-9532; F: 801-460-3100</p>	Yes	0
44	<p>Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway <a href="mailto:admin@amfmjobs.com">admin@amfmjobs.com</a> W: 760-754-8177; F: 760-754-2115</p>	Yes	0
45	<p>Craigs List (on-line website) <a href="http://www.craigslist.org">www.craigslist.org</a></p> <p>P.O. Box 225159 San Francisco, CA 94122-5159</p>	No	5
46	<p>Monster Job Board (on-line jobsite) <a href="http://www.monster.com">www.monster.com</a></p>	No	1
47	<p>Radio and Records (R&amp;R Today)</p> <p>Contact: Karen Mumaw Opportunity Advertising <a href="mailto:kmumaw@radioandrecords.com">kmumaw@radioandrecords.com</a> W: 310-788-1621</p>	No	N/A
48	<p>Design Institute of San Diego</p> <p>8555 Commerce Avenue San Diego, CA 92121 Contact: Paula Parrish 858-566-1200 <a href="http://www.disd.edu">www.disd.edu</a></p>	No	1
49	<p>SportsRadio.com–Rick Scott &amp; Assoc</p> <p>4461 137<sup>th</sup> Avenue SE Bellevue, WA 98006 Contact: Rick Scott 425-709-3232 <a href="http://www.sportsradio.com">www.sportsradio.com</a></p>	No	N/A

50	<p>Sportscasters Talent Agency of America</p> <p>26101 Del Rey, Ste A Mission Viejo, CA 92691 <a href="mailto:info@staatalent.com">info@staatalent.com</a> 949-215-6713</p>	No	N/A
51	<p>The Union of Pan Asian Communities Employment Solution (UPAC)</p> <p>5348 University Ave., Suite 101 San Diego, CA 92105 Contact: Tri Nguyen 619-229-6725 X105 <a href="http://www.upacsd.com">www.upacsd.com</a></p>	Yes	0
52	<p>Alliance for African Assistance</p> <p>5952 El Cajon Blvd. San Diego, CA 92115 Contact: Rufael Mulugeta 619-286-9052 X55 <a href="http://www.alliance-for-africa.org">www.alliance-for-africa.org</a></p>	Yes	0
53	<p>Home Start</p> <p>5296 University Avenue, Ste F-2 San Diego, CA 92105 Contact: Anthony Rodrigues 619-229-3660 X228 <a href="http://www.home-start.org">www.home-start.org</a></p>	Yes	0
54	<p>Job Fair #5 Hire Quest Job Fair (Sales Focused) Embassy Suites – La Jolla, California June 25, 2008</p>	No	0
	<p><b>Total Number of Persons Interviewed for Full Time Positions</b></p>		<b>173</b>

**KGB-FM, KHTS-FM, KIOZ-FM, KUSS-FM, KMYI-FM,  
KOGO-AM, KLSD-AM**

**August 1, 2007 – July 31, 2008**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participated in Job Fairs	On 9/19/07, 10/31/07, 05/14/08 and 6/25/08 the SEU participated in the Hire Quest Job Fairs held in La Jolla and San Diego – recruitment was directed at Sales and several Sales Managers from various stations participated in the fair.
2	Internship Programs	<p>The SEU regularly recruits interns from the local colleges and universities. The SEU had 29 interns during the Summer of 2007; 19 interns during the Fall of 2007; 48 interns during the Spring of 2008; and 25 interns during the Summer of 2008.</p> <p>The SEU also hosted a Foreign Student Internship Program in the Fall 2007 and Spring 2008 to allow foreign students to improve their language skills, learn about American broadcasting business practices and experience working in American business environment. During Fall 2007, the SEU had 1 intern from Germany and 1 from France. During Spring 2008, the SEU had 1 intern from Germany. The SEU works with the SDSU College of Business Administration &amp; the American Language Institute to recruit students for this program.</p>
3	Participated in Events Related to Career Opportunities in Broadcasting	<p>On November 6, 2007 Tyler Anderson, LSM for KHTS spoke to a SDSU Communications Class regarding Radio Advertising and Careers in Broadcasting.</p> <p>On February 7, 2008 the SEU participated in the Escondido Education Compact Job Shadow Day. Eight H.S. Students from various SD High Schools job shadowed several of our programming staff from 9 am to 1 pm.</p>

		<p>On March 1, 2008, the Director of NTR Sales participated in the 12<sup>th</sup> Annual Young Women’s “Spirit of Leadership” Conference where over 500 H.S. students met with their assigned Mentor to learn about their career and the leadership roll they played. (All day event)</p> <p>On June 12, 2008 the SEU hosted a field trip for Muirlands Middle School. 22 students, 4 parents, and the instructor were invited to visit the transmitter site at Mt. Soledad in San Diego and were provided instruction as to how “radio works” and the role engineers play in radio.</p>
4	Participation in Job Banks and Internet Recruiting Programs	<p>Clear Channel utilizes for recruitment the following job sites: CCSD Website, Clear Careers, Southern California Broadcast Association (SCBA), Diversity Employment, Craigs List, Monster Job Board</p>

Effective: 7/25/08