

KMRQ(FM), KJSN(FM), KOSO(FM), KWSX(FM), KFIV(AM), KQOD(FM)

EEO PUBLIC FILE REPORT

August 1, 2008- July 31, 2009

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
Outside Account Executive	1-64	7
Outside Account Executive	1-64	7
Outside Account Executive	1-64	16
Outside Account Executive	1-64	17
DL/Announcer	1-64	4
Traffic Manager	1-64	8

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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 reporting period
1	Clear Channel Careers Website www.clearcareers.com	N	0
2	KMRQ local station website	N	2
3	KJSN local Station Website	N	1
4	KOSO local Station Website	N	2
5	KFIV local Station Website	N	1
6	KQOD local Station Website	N	0
7	Employee Referrals	N	2
8	Internal Posting/ Promotion	N	1
9	Non-Employee Referrals	N	0
10	Walk – in/ Self-Referral	N	0
11	AllAccess.com 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 President/Publisher Joel Denver	N	0
12	www.mmodestohelpwanted.com/ www.regionalhelpwanted.com	N	0
13	www.craigslist.com	N	0
14	Tvandradijobs.com	N	0
15	KMRQ local station on air	N	2
16	KOSO local station on air	N	3
17	KJSN local station on air	N	1
18	KFIV local station on air	N	1
19	KQOD local station on air	N	0
20	Jobs4broadcast.com	N	0
21	Inside Radio 365 Union Street Littleton, NH 03561 Toll Free: (800) 248-4242	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	Radio Headlines Solutions Broadcast Media group radioheadlines@solutionsbroadcast.com	N	0
23	Radio Web John Lovell www.miamiradioschool.com	N	0
24	Radio & Records Today 2049 Century Park East, 41st Floor Los Angeles, CA 90067 310-553-4330	N	0
25	Cornerstone Staffing, Alena Aaron 916-920-1550	N	0
26	CAPITAL Dr. Sonny Chong/ CAPITAL CHAIR 5665 Freeport Blvd, Suite #2 Sacramento, CA 95822	N	0
27	California Employment Services Oakland 1225 4th Avenue Oakland, CA 94606	N	0
28	Vietnam Veterans Employment 200 Grand Avenue Oakland, CA 94610	N	0
29	Mills College Career Planning/Placement 5000 MacArthur Blvd (510) 430 - 2069	N	0
30	Lynne Scherfenberg Employment Development Dept. (EDD) 10775 Pioneer Trail, Suite 102 Truckee CA 96161	N	0
31	Spanish Speaking Citizens' Foundation 1470 Fruitvale Ave Oakland, CA 94601 (510) 261 - 7839	N	0
23	Laney College Career Planning/Placement 900 Fallon Street Oakland, CA 94607 (510) 834 - 5740	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
33	NAB/Human Resources Dept. 1771 N Street, NW Washington, DC 20036 (202) 429 - 5498	N	0
34	Greater Sacramento Urban League 3725 Marysville Blvd. Sacramento, CA 95838	N	0
35	California Broadcasters Assn 915 L Street, Suite 1150 Sacramento, CA 95814 www.cabroadcasters.org	N	0
36	Cal Jobs/Edd 800 Capitol Mall, MIC 83 Sacramento, CA 95814 www.caljobs.ca.gov	N	0
37	Veteran Affairs, Human Resource Division PO Box 942895 Sacramento, CA 95820	N	0
38	San Joaquin Delta College 5151 Pacific Avenue Stockton, CA 95207	N	0
39	La Familia Counseling Center 5523 34th Street Sacramento, CA 95820	N	0
40	Las Palmas Career Center 577 Las Palmas Avenue Sacramento, CA 95815 (916) 924 - 6703	N	0
41	School to Career & Transition Services 2600 Moraga Road, Room 23 San Pablo, CA 94806	N	0
42	EDD, State of California Job Service Center 675 Hegenberger Rd, 3rd Floor Oakland, CA 94621	Y	0
43	Nat'l Assoc of Black Journalists University of Maryland 3100 Taliaferro Hill College Park, MD 20742 (301) 405 - 2399	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
44	Asian Immigrant Women Advocates 1010 Ruff Drive San Jose, CA 95110 (408) 289 - 8983	N	0
45	CA Chicano News Media Assn School of Journalism University of Southern California Los Angeles, CA 90089-1698 (213) 437 - 4408	N	0
46	Chinese for Affirmative Action 17 Walter U Lum Place San Francisco, CA 94108 (415) 587 - 5779	N	0
47	Swords to Plowshares 1060 Howard Street San Francisco, CA 94103 (415) 252 - 4788	N	0
48	Asians for Job Opportunities 1911 Addison Street Berkley, CA 94108 (510) 845 - 4106	N	0
49	Filipinos for Affirmative Action 310-8th Street, Suite 306 Oakland, CA 94607 (510) 465 - 9876	Y	0
50	All Access www.allaccess.com	N	0
51	Sacramento State Career Center 6000 J Street Sacramento, CA 95819-6069	N	0
52	California - EDD Job Service 801 Turk Street San Francisco, CA 94102	N	0
53	Modesto Chamber of Commerce	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
54	Hispanic Chamber of Commerce of Silicon Valley 696 East Santa Clara Street #106 San Jose, CA 95112 (408) 213 - 0320	Y	0
55	Americas Job Bank www.ajb.com Help Desk: (800)833-3000	N	0
56	California Indian Manpower Consortium 738 N. Market Blvd Sacramento, CA 95834	Y	0
57	Chinese Center Employment Agency 128 Waverly Place San Francisco, CA 94102	N	0
58	San Francisco Alliance of Black School Educators PO Box 27577 San Francisco, CA 94127 (408) 254 - 6900	N	0
59	National Hispanic University 14271 Story Road San Jose, CA 95127	N	0
0	San Francisco Hispanic Chamber of Commerce 703 Market Street, Suite 1013 San Francisco, CA 94103 (415) 278 - 9611	N	0
61	Asian American for Community Involvement 2400 Moorpark Avenue, Suite 300 San Jose, CA 95128 (408) 975 - 2730	N	0
62	Career Page National Alliance of State Broadcasters CBAberry@aol.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
63	Crossroads Employment Services 3823 V Street Ste 1 Sacramento, CA 96817	N	0
64	The Traffic Director's Guild of America www.tdga.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	List upper level job openings with media trade groups that have women and minority members.	All positions are posted with multiple minority media organizations (such as National Assn of Black Journalists and CA Chicano News Media).
2	Internship programs	Our stations strive to provide opportunities for local high school and college students to learn more about the broadcasting industry and careers in broadcasting by providing internships in a variety of departments. During this reporting period, the SEU hosted two interns from Modesto Junior College. One interned during Winter Semester in the programming department, the other is interning during Summer Semester in the promotions department.
3	Hosted Career Day	On February 20, 2009, the SEU hosted the Turlock Chamber of Commerce Career Day at the Modesto main studio. Our General Sales Manager spoke to participants about careers in broadcasting.
4	Participate in Job Fairs	<p>In February 2009, the afternoon talk show host participated in both the Leadership Modesto Career Seminar in and the Leadership Turlock Career Seminar.</p> <p>On May 20, 2009, the General Sales Manager, and the Vice-President, General Manager participated in the Turlock Business Summit and Career Day.</p> <p>On May 22, 2009, the Program Director participated in the Delta College Media Fest Career Day.</p>
5	Participate in event sponsored by educational institution relating to career opportunities in broadcasting.	During October 2008, the Music Director/Morning Talk Show Host and the Marketing Director were guest lecturers at Modesto Junior College to students about opportunities in broadcasting.

6	Training for management level personnel to ensure equal employment opportunities and prevent discrimination.	On October 15, 2008, All SEU managers and supervisors attended an EEO/Hiring Seminar hosted by Clear Channel Human Resources Department in Sacramento, CA.
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