

**KATJ-FM, KIXA(FM), KIXW(AM), KZXY-FM, KRSX-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2008 through July 31, 2009<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-8, 14-17, 19, 21-24	16
Administrative Assistant/Receptionist	1-8, 10, 14-17, 19, 21-24	16
Account Executive	1-8, 10, 12, 14-17, 19, 21-23, 25	19
Account Executive	1-8, 10, 12, 14-17, 19, 21-23, 25	19
Account Executive	1-8, 10, 13-17, 19, 21-23, 25	1

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<sup>1</sup> This report was modified in August 2009 to address minor reporting issues.

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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	<b>Daily Press / Classified Dept.</b> <sup>2</sup> Po Box 1389 Victorville, CA 92393 (760) 241-7755 (760) 241-7145 (fax)	No	8
2	<b>San Bernardino County Jobs and Employment Services Dept.</b> Business Resource Center 15555 Main St Suite G Hesperia, CA 92345 Contact: Barbara Beehler BBeehler@wdd.sbcounty.gov (760) 949-5682 (760) 949-8541 (fax)	No	0
3	<b>Employment Development Department/ CAL JOBS</b> <i>Caljobs.ca.gov</i>	No	0
4	<b>Barstow Community College</b> Career Center 2700 Barstow Rd Barstow, CA 92311 Contact: Tammy McCarthy (760) 252-2411	Yes	0
5	<b>Victor Valley Community College</b> Career Center 18422 Bear Valley Rd. Victorville, CA 92395 Sheree Caldwell (760) 245-4271	Yes	0

<sup>2</sup> In addition to appearing in the newspaper itself, the Daily Press also posts all job announcements it receives on Monster.com and highdesertjobs.com.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
6	<b>Southern California Dept. of Rehabilitation</b> 12421 Hesperia Rd, Suite 10 Victorville, CA 92395 (760) 243-0830	Yes	0
7	<b>African American Chamber</b> 14368 St. Andrews Victorville, CA 92395 (760) 952-9152	Yes	0
8	<b>High Desert Hispanic Chamber</b> 14443 Park Ave. Suite A2 Victorville, CA 92392 Contact: Donna Mertens (760) 241-6661 <i>hdhcc.victorville.com</i> or 15450 W. Sand St., #108 Victorville, CA 92392-2314	Yes	0
9	<i>Intentionally Omitted</i>		
10	<b>Southern California Broadcasters Assoc. (SCBA)</b> 5670 Wilshire Blvd. Suite 1370 Los Angeles, CA 90036 (323) 938-3100 (323)938-8600 (fax) <i>http://www.scba.com</i>	No	1
11	<i>Intentionally Omitted</i>		
12	<b>On-Air Announcements</b> ( <i>across all SEU stations</i> )	No	0
13	<b>Job Fairs</b> ( <i>as described in section III</i> )	No	0
14	<b>Senior Training Employment Program</b> 15555 Main St Suite G-4 Hesperia, CA 92345 Contact: Jo-Ann Perez (760) 948-3514 (760) 949-8541	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
15	<b>California Broadcasters Association</b> <i>cabroadcasters.org</i>	No	0
16	<b>Employee Referrals</b>	No	2
17	<b>Walk-In/Self-Referral</b>	No	2
18	<b>America's Job Bank</b> <i>ajb.org</i> 800-833-3000	No	0
19	<b>Non-Employee Referral</b>	No	2
20	<b>ICR Employment</b> <i>icrjobs.com</i> 14360 St. Andrews Drive Suite 5 Victorville, CA 92395 Contact: Colleen Hunt 760-245-8384	No	0
21	<b>Internal Posting</b>	No	0
22	<b>Sacramento State University Career Center and Cooperative Education</b> <i>https://csus-csm.symplicity.com</i> 6000 J Street Sacramento, CA 95819-6064 (916) 278-6231 (916) 278-6872	Yes	0
23	<b>St. John of God</b> 13333 Palmdale Rd. Victorville, CA 92392 Contact: Jacqueline Morgan (760) 241-4917 (760) 241-8911	Yes	0
24	<b>Department of Workforce Development, High Desert Employment Resource Center</b> Contact: Ann Ray array@wdd.sbcounty.gov (760) 947-8073 (760) 949-8541	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
25	<b>RBR.com/TVBR.com Classified Now</b> <i>rbr.com</i> mediapaper1@tvbrepaper.com	No	0
<b>Total Interviewees Over 12-Month Period</b>			<b>15</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in job fair	On April 28, 2009, our SEU co-sponsored a job fair held at Victor Valley College in Victorville, CA. Prior to the event we provided on-air promotion to attract a diverse group of job applicants. Our Business Manager and Sales Manager attended the event and distributed general information regarding employment opportunities in radio and broadcasting. We also posted open jobs at our SEU and collected applications for interested attendees
<b>2</b>	Participate in activity/event for or on behalf of an educational institution relating to careers in broadcasting	From August 15, 2008 until June 27, 2009, our On-Air Talent/Program Directors and Business Manager organized and participated in the "Teachers Are Heroes" program at local high schools. We attended a total of 10 different high schools during the program. At each school we organized an assembly at which we provided students with general employment information regarding broadcasting careers and honored one teacher for their efforts toward their students.
<b>3</b>	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	All positions are posted with multiple minority media organizations (such as Southern California Broadcasters Association, California Broadcasters Association, High Desert Hispanic Chamber, and African American Chamber) in order to reach a diversified spectrum of qualified applicants.
<b>4</b>	Provide EEO training to management level personnel	On July 16, 2009, our SEU conducted a training attended by department heads and our General Manager. The training was conducted by our Controller and addressed public file and equal employment opportunity (EEO) requirements. The agenda for the EEO portion of the presentation included a discussion of recruitment, recordkeeping and reporting obligations.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>5</b>	Provide EEO training to management level personnel (3)	On March 13, 2009, June 18, 2009, and April 16, 2009, our SEU participated in training seminars provided by the High Desert Employer Advisory Council/Employment Development Department. These seminars provide training regarding labor law and EEO compliance. Station participants include our Business Manager and Traffic Manager.