

OXNARD/VENTURA MARKET STATIONS EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2007 through July 31, 2008. The licensee of each station reported is Cumulus Licensing LLC. The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Commission's Rules. This Report has been prepared on behalf of the Oxnard-Ventura Station Employment Unit and is required to be placed in the public inspection file for each station in the unit and, if applicable, post on each station's website.

- 1) Employment Unit: Oxnard-Ventura Market
- 2) Unit Members (Stations and Communities of License):

Station KBBY-(FM), Ventura, California
Station KVEN(AM), Ventura, California
Station KHAY(FM), Ventura, California
Station KVYB(FM), Santa Barbara, California

- 3) EEO Contact Information for Unit Member:

Mailing Address: 1376 Walter Street Ventura, CA 93003	Telephone number: (805) 642-8595
	Contact Person: Lona Boyer
	E-mail Address: Lona.Boyer@cumulus.com

**Cumulus Licensing LLC is an Equal
Opportunity Employer**

4) Full Time Vacancies Filled by Each Station in Employment Unit

	Job Title	Recruitment Source Referring Hire
1	Account Executive	On Air
2	Account Executive	On-air
3	Account Executive	Open House
4	Account Executive	On Air
5	Account Executive	Website
6	Account Executive	Open House
7	On-air	Promoted from part time to full
8	Inside Sales	Walk in
9	Account Executive	Re-hire
10	Account Executive	Re-hire
11	Account Executive	On Air
12	Account Executive	On Air
13	Account Executive	Referral
14	Local Sales Manager	Referral
15	On-air Producer	Promoted from part time to full
16	Account Executive	On Air
17	Account Executive	Promoted from Inside Sales
18	Account Executive	Open House
19	Promotions Assistant	All Access
20	Account Executive	On Air
21	Account Exeuctive	Open House

CUMULUS - Oxnard/Ventura
RECRUITING DATA SHEET

Position Title:	Account Executive
Month/Year of Opening:	7/1/07
Hire Date:	8/2/2007
Recruitment Source for Hire:	On Air

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM on-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	15
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	10
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	7/1/07
Hire Date:	9/17/2007
Recruitment Source for Hire:	On-air

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	13
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	9
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	2
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	1
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	7/1/07
Hire Date:	9/17/2007
Recruitment Source for Hire:	Open House

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	10
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	6
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	3
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	9/1/07
Hire Date:	11/26/2007
Recruitment Source for Hire:	Open House

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	20
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	12
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	7
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	1
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca. 93003	
x	Job Fair	1

Position Title:	Account Executive
Month/Year of Opening:	9/1/07
Hire Date:	11/28/2007
Recruitment Source for Hire:	Website

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	18
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	7
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	6
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca. 93003	
x	Job Fair	2

Position Title:	Account Executive
Month/Year of Opening:	9/1/2007
Hire Date:	11/29/2008
Recruitment Source for Hire:	Cumulus Web Site

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	18
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	6
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	3
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	On-Air Staff
Month/Year of Opening:	12/1/2007
Hire Date:	1/08/2008
Recruitment Source for Hire:	Promotion

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca. 93003	
	Job Fair	

Position Title:	Inside Sales
Month/Year of Opening:	1/1/08
Hire Date:	1/17/2008
Recruitment Source for Hire:	Walk In

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
x	Walk-in Applicant	1
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca. 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	1/1/08
Hire Date:	1/22/08
Recruitment Source for Hire:	Re-hire

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	1/1/08
Hire Date:	1/28/08
Recruitment Source for Hire:	On Air

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	8
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	10
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	1/1/08
Hire Date:	2/18/08
Recruitment Source for Hire:	GM contact Re-hire

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	1/1/08
Hire Date:	2/18/2008
Recruitment Source for Hire:	On Air

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	22
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	14
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
x	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca.	
x	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	1/1/08
Hire Date:	3/10/2008
Recruitment Source for Hire:	Referral

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, Ca. 93003	
	Job Fair	

Position Title:	Local Sales Manager
Month/Year of Opening:	3/1/2008
Hire Date:	5/07/2008
Recruitment Source for Hire:	Referral

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
X	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	6
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	On-Air Producer
Month/Year of Opening:	5/2008
Hire Date:	6/10/08
Recruitment Source for Hire:	Promoted from part time

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Bob Sweet local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	5/2008
Hire Date:	6/16/08
Recruitment Source for Hire:	Web Site

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Gail Furillo local sales mgs 1376 Walter St. Ventura, CA 93003	10
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Gail Furillo local sales mgs 1376 Walter St. Ventura, CA 93003	10
x	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	3
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
x	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
x	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	5/2008
Hire Date:	6/16/08
Recruitment Source for Hire:	Promoted from Inside Sales

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis Gail Furillo local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Gail Furillo local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
x	Internal Referral – staff word of mouth, business contact, etc.	1
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive
Month/Year of Opening:	6/2008
Hire Date:	7/01/08
Recruitment Source for Hire:	Open House

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	13
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
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	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
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	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Promotions Assistant
Month/Year of Opening:	6/01/2008
Hire Date:	7/11/08
Recruitment Source for Hire:	AllAccess

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
x	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	1
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive Brett
Month/Year of Opening:	6/2008
Hire Date:	7/16/08
Recruitment Source for Hire:	On Air

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	6
	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Position Title:	Account Executive Mike
Month/Year of Opening:	1/01/2008
Hire Date:	7/18/08
Recruitment Source for Hire:	Open House

Recruiting sources used:

"X" if Used	Name and Contact Information	Number of Interviewees referred
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM On-air recruitment spot Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	
x	Cumulus Oxnard/Ventura – KHAY-FM, KBBY-FM, KVYB-FM and KVEN-AM Open House Shannon Ellis & Chris Jones local sales mgs 1376 Walter St. Ventura, CA 93003	13
	Cumulus websites: cumulus.com khay.com kven.com 1033thevibe.com b951.com	
	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	
	Internal Referral – staff word of mouth, business contact, etc.	
	Business Community Referrals – Chambers of Commerce Oxnard, Ventura, Camarillo; Media events, etc.	
	Walk-in Applicant	
	Website: www.allaccess.com - All Access Music Group jobs postings for music industry.	
	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	
	Cumulus Oxnard/Ventura Intern Program Promotions Director, 1376 Walter St. Ventura, CA 93003	
	Job Fair	

Yearly Total Number of Interviewees and Total Number of Interviewees Referred by Each Recruitment Source

Year Period Beginning: 8/1/07 and ending: 7/31/08

Total number of Persons interviewed for Full-Time Vacancies: 171

Total Number of Interviewees Referred by Each Recruitment Source

SCBA	-	2
Station Open House	-	51
Web Sites	-	11
On-air Commercials	-	98
Referrals	-	3
Walk-ins	-	2
Job Fairs	-	4

Summary Description of Supplemental Outreach Initiatives.

Year Period Beginning: 8/1/07 and ending: 7/31/08

Station Initiative: Station Open House 12/15/07

Description of activity:

Station Open House

Open House conducted for job recruitment.

Hiring personnel attending:

Shannon Ellis Local Sales Manager

Bob Sweet Local Sales Manager

Gail Furillo Market Manager

Summary Description of Supplemental Outreach Initiatives.

Year Period Beginning: 8/1/07 and ending: 7/31/08

Station Initiative: Station Open House 2/18/08

Description of activity:

Station Open House

Open House conducted for job recruitment.

Hiring personnel attending:

Shannon Ellis Local Sales Manager

Bob Sweet Local Sales Manager
Gail Furillo Market Manager

Summary Description of Supplemental Outreach Initiatives.

Year Period Beginning: 8/1/07 and ending: 7/31/08

Station Initiative: Latino Business Expo, 4/13/08

Description of activity:

Job Fair.

Personnel attending:

Shannon Ellis, Local Sales Manager

Gail Furillo, Market Manager

Tammy Myers, Marketing and Promotions Director

Summary Description of Supplemental Outreach Initiatives.

Year Period Beginning: 8/1/07 and ending: 7/31/08

Station Initiative:

Description of activity: Santa Barbara City College Career Fair

Business Expo and Job Fair

Hiring personnel attending:

Collin Lieberg, Promotions

Summary Description of Supplemental Outreach Initiatives.

Year Period Beginning: 8/1/07 and ending: 7/31/08

Station Initiative: Channel Islands State University Career and Internship Fair 4/17/08

Description of activity:

Business Expo and Job Fair

Personnel attending:

Collin Lieberg, Promotions

Summary Description of Supplemental Outreach Initiatives.

Year Period Beginning: 8/1/07 and ending: 7/31/08

Station Initiative: Station Open House 6/18/08

Description of activity:

Recruitment Party

Open House conducted for job recruitment.

Hiring personnel attending:

Shannon Ellis Local Sales Manager

Chris Jones Local Sales Manager

Bob Sweet National Accounts Manager

Lona Boyer Business Manager