

KBBY-FM, KHAY(FM), KVYB(FM), KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2008 - July 31, 2009

I. VACANCY LIST

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-6, 10	1
Account Executive	1-2, 6	1
Program Director	1-6, 10	6
Account Executive	1-5, 10	2

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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	On-Air Announcements <i>(all SEU stations)</i> 1376 Walter St. Ventura, CA 93003 Shannon Ellis & Bob Sweet, local sales mgs	No	20
2	Website Postings <i>(all SEU stations & cumulus.com)</i>	No	6
3	Southern California Broadcasters Association LaFern Watkins, Dir. of Community Affairs Job Alert Bulletin ¹ 5670 Wilshire Blvd., #1370 Los Angeles, CA 90036	No	0
4	AllAccess.com	No	3
5	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708	No	0
6	Employee Referral	No	1
7	Non-Employee Referral	No	0
8	Walk-in/Self Referral	No	0
9	Cumulus Job Fair Holiday Inn Ventura <i>(see Sec. III)</i>	No	0
10	University of California Santa Barbara Job Web Site jobs@lists.cs.ucsb.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

¹ SCBA’s Job Alert Bulletin distributes our job vacancy notices to more than 200 additional minority, educational and other community groups.

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Job Fair	<p>On February 25, 2009, our SEU hosted the Tri-County Job Expo at the Crown Plaza Ventura Beach Hotel in Ventura, CA. We solicited participating local businesses, orchestrated the event and promoted it via 60-second commercials broadcast on SEU and other local radio stations.</p> <p>Our SEU also served as an exhibitor at the job fair, answering questions about careers in radio, providing information about current job opportunities and accepting resumes from interested attendees. Station participants included our Market Manager, Local Sales Managers and our Marketing & Promotions Manager.</p>
2	Co-sponsor Job Fair	<p>On April 22, 2009, our SEU co-sponsored the Santa Barbara City College Job Fair in Santa Barbara, CA. As co-sponsor, our SEU ran advertisements promoting the event on Station KVYB. We also hosted a booth and the Promotions Assistant distributed sales and intern literature to interested attendees.</p>