

OXNARD/VENTURA MARKET STATIONS EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 10, 2003 through July 31, 2003. 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

- 3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number: (805) 642-8595
1376 Walter Street	Contact Person: Gail Furillo
Ventura, CA 93003	E-mail Address: gail.furillo@cumulus.com

- 4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hire
1) Program Director/KBBY(FM)	All Access
2) Air Staff/KHAY(FM)	All Access
3) Account Executive	Walk-in

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

EMPLOYEE NEW HIRE FOR VENTURA MARKET
March 1, 2003 THRU JULY 31, 2003

Hire Date	Name	Position
3/26/03	Campbell, Jonathan	Program Director KBBY
4/3/03	Kaplan, Jennifer	Air Staff KHAY
5/5/03	Baillie, John	Account Executive

RECRUITMENT SOURCE LIST

Recruitment Source Name	Contact Person	Address	Telephone/Fax Numbers	E-mail Address
ROSBARBERS	Carol Barak	21221 ORMOST, MIRAPALM HILLS 91367	918 713 - 352-3	pell@mac.com @kangaroo.com
California African Union	Synaira Sullivan	6010 Olson Rd Thousand Oaks, CA 91320	805 492-2411 805 493-3201	claudio@ claudio.com
CAREER PLANNING CENTER	TERRI RICHARD	1023 S. LA-ORANGE L.A. CA, 90033	310 273-6433 273-2363	struchaud@ struchaud.com
UNIVERSITY OF SOUTHERN CA.	TIM BURGESS	3502 WATSON ASCHELY L.A. CA, 90089		tburgess@ tburgess.com
WOMEN AT WORK	ARLIE MORRIS	50 N. HILL AVE PASADENA CA 91366	626-794-6870 793-7396	amorris@ womenatwork.org
TRAVEL VOCATIONAL SERVICES	BETH BENSON	4505 WILSHIRE BLVD. LA CA 90048	323-741-8588 741-8575	mbenson@ travelvocal.com
U.A. CHAMBER OF COMMERCE	KAREN RIBIER	3800 FIGUEROA	213 580-7505 580-7588	kribier@ chamber.com
CAL STATE UNIV NORTHRIDGE	JOANN DE SANTIS	18111 NORTHOFF NORTHRIDGE 91330	530 898-5253	joann@ csun.edu
HISPANIC AMERICANS FOR EMPLOYMENT DEVELOPMENT	LACRUA ESPINOZA	5400 DRYDEN BL. LA CA 90025	323-726-1558 726-1568	lacrua@ hispam.com

RECRUITMENT SOURCE LIST

Recruitment Source Name	Contact Person	Address	Telephone/Fax Numbers	E-mail Address
VENTURA STAR	MONICA WHITE	5250 RALSTON VENTURA, CA 93003	477-6778 644-5113	mwhite@ venturastar.com
MiStrella	MONICA WHITE	5250 RALSTON VENTURA, CA 93003	477-6778 644-5113	mwhite@ venturastar.com
SCBA JOB FAIR	LA-FERN WATKINS	5670 WISHIRE DR. LA, CA 90036	323-938-2100 323-938-8600	radio@ scba.com
CAL STATE CHANNEL IS.	PEGGY HINZ	ONE UNIVERSITY DR CAMPBELL, CA 95012	805-437-8947 437-8495	peggy.hinz@ csu-csb.edu
VENTURA COLLEGE JOB FAIR/POSTING	Jerry Dunlap	44477E/198704 LINDHUR 93003	805-654-6350 654-6393	jdunlap@ ventura.edu
UNIV. OF CAL. SOUTH BARBARA	OLIVIA QUIROGA	UNIV. OF CAL - SB SANTA BARBARA, CA 93106	805-893-4411 893-8003	oliviaq@ ucsb.edu
MOORPARK COLLEGE	Audrey Kurrell	7075 CAMPUS RD MOORPARK, CA 93024	805-378-1400 378-1499	akurrell@ moorpark.edu
CAL STATE UNIV. LOS ANGELES	CLERENCIA DE LEBEN	5157 STATE UNIV. OF LA, CA 90032	323-343-3000	clerencia@ calstatela.edu
DYANAD COLLEGE	NIKKI CAYANAN	4000 S. ROSE AVE DYNARD, CA 93023	805-986-5800	ncayanana@ dyanad.edu

RECRUITMENT SOURCE LIST

Recruitment Source Name	Contact Person	Address	Telephone/Fax Numbers	E-mail Address
NAAOP	Bereldine Washington	3910 MLK BL. L.A. CA 90008	323-296-2630 294-9435	tracypda@sbccapostbox.com
WOMEN HELPING WOMEN	Aileen Ramirez	711 W 17th St Los Angeles 90027	949 431-2333 631-8438	ahellen@aol.com
WOMEN @ WORK	Vicki Hodges	50 N. Hill Ave. Pasadena 9106	626-796-4870 793-7396	women@work@earthlink.net
STATE OF CALIFORNIA EMPLOYMENT DEVELOPMENT DEPARTMENT	NORMA GUT-ELLECS		818 830 9421 830 9435	maggie@state.ca.gov
MEXICAN AMERICAN OPPORTUNITY FOUND	JOSE RUIZ	401 N. GARDNER ST. MONTEBELLLO, CA 94020	523 278 3608 840 9637	joerui@maof.org
HISPANIC VETERAN CENTER	ROSIE REQUENA	12015 1st St. L.A. CA 90033	323 864-4434 746-1323	

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

Complete this worksheet on the anniversary date of the renewal filing due date using the Dilly of Interviewee Sources for Each Full-Time vacancy. (Page 12)

Yearly Period Beginning: 3/10/03 Ending: 7/31/03

Total Number of Persons Interviewed for Full-Time Vacancies: 6

Total Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total Number of Interviewees
ATI Access	5
R & R	
Walk in	1
National College Assoc Career Fair	
Ascertainment Mtg. @ ^{Cornelius} EXHIBIT/Ventura	
Ventura County Star Job Fair	
Imagen Job Fair	

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

Summary Description of Supplemental Outreach Initiatives

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 8). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

1/4 Year Period Beginning 2/1, 20003 and ending 7/31, 20003

Specify First Initiative:

National College Assoc. Career Fair

Describe activities undertaken to fulfill that initiative:

We had information table at Career Fair

Specify second initiative:

Recruitment Meetings

Describe activities undertaken to fulfill that initiative:

6 week series of meetings with community leaders to expose them to the broadcast industry including station tours & follow up visits

Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.

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Complete this worksheet on the anniversary date of the renewal filing due date using the Daily of Interviewee Sources for Each Full-Time vacancy (Page 12)

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Ascertainment Mtg. @ ^{Cornelius} EXHIBIT/Ventura	
Ventura County Star Job Fair	
Imagen Job Fair	

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

List of all Full-Time Jobs Filled

Complete this worksheet continuously every time a vacancy is filled.

For the 12 month period of 3/1 2003 through 7/31 2003.

Job Title: Program Director KBBY Date Filled: 3-24-03

Job Title: Account Executive Date Filled: 5-5-03

Job Title: Air Staff KHAY Date Filled: 4-3-03

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Place in station's local public file annually on the anniversary date of the renewal filing due date.
Post on station's website, if applicable.

Tally of Interviewee Sources for Each Full-time Vacancy

Complete this worksheet continuously every time a vacancy is filled.

Job Title for Vacancy: Program Director Date Vacancy Filled: 3-26-03
KBBJ

Recruitment Source	Number of Interviewees Referred by Source
All Access	4
R & R	0

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 13)

List of Recruitment Sources Used to Fill Each Vacancy

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.

Job Title for Vacancy: Program Director Date Vacancy Filled: 3-26-03
KBBQ

Recruitment Source for Actual Hire: All Access

Recruitment Sources Utilized for this Vacancy

Name and Address of Source	Contact Person and Phone Number
All Access 2899 Pacific Coast Highway 5 Malibu Ca. 90265	Ted Donahy 310-457-6616

Place in station's local public file annually on the anniversary date of the renewal filing due date.
 Post on station's website, if applicable.

List of Recruitment Sources Used to Fill Each Vacancy

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.

Job Title for Vacancy: HR STAFF/KHAN Date Vacancy Filled: 4-3-2003

Recruitment Source for Actual Hire: ALL ACCESS

Recruitment Sources Utilized for this Vacancy

Name and Address of Source	Contact Person and Phone Number
All Access 2899 Pacific Coast Hwy 510-5 Malibu, Ca. 90265	Joel Dander 310-457-6616

Place in station's local public file annually on the anniversary date of the renewal filing due date.
 Post on station's website, if applicable.

Tally of Interviewee Sources for Each Full-time Vacancy

Complete this worksheet continuously every time a vacancy is filled.

Job Title for Vacancy: DIRSTAFF KHALI Date Vacancy Filled: 4/3/2003

Recruitment Source	Number of Interviewees Referred by Source
1711 Access	1

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 13)

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.

Job Title for Vacancy: Account Executive Date Vacancy Filled: 5-5-03

Recruitment Source for Actual Hire: Walk in

Recruitment Sources Utilized for this Vacancy

Name and Address of Source	Contact Person and Phone Number
<i>So Cal Broadcasters Job Alert Bulletin</i>	<i>Patricia Watkins 323-938-8600</i>

Place in station's local public file annually on the anniversary date of the renewal filing due date.
 Post on station's website, if applicable.

Tally of Interviewee Sources for Each Full-time Vacancy

Complete this worksheet continuously every time a vacancy is filled.

Job Title for Vacancy: Account Executive Date Vacancy Filled: 5-5-03

Recruitment Source	Number of Interviewees Referred by Source
<i>walk in</i>	1

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 13)