

# OXNARD/VENTURA MARKET STATIONS EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2003 through July 31, 2004. 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.

| <b>Job Title</b>          | <b>Recruitment Source Referring Hiree</b> |
|---------------------------|---|
| 1) Account Executive      | Walk-in                                   |
| 2) National Sales Manager | SCBA Job Bulletin                         |

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

EMPLOYEE NEW HIRE FOR VENTURA MARKET  
AUGUST 1, 2003 THRU JULY 31, 2004

| <b>Hire Date</b> | <b>Name</b>     | <b>Position</b>        |
|------------------|-----------------|------------------------|
| 3/1/04           | Wade, Catherine | Account Executive      |
| 6/22/04          | Squyres, Melvin | National Sales Manager |

RECRUITMENT SOURCE LIST

| Recruitment Source Name    | Contact Person                    | Address                                    | Telephone/Fax Numbers        | E-mail Address                |
|----------------------------|-----------------------------------|--|------------------------------|-------------------------------|
| ROSBARBERS                 | Carol Barak                       | 21221 ORCHARD ST.<br>MIRAMONTE HILLS 91067 | 918 713 - 3523               | pell@mac.com<br>@kangaroo.com |
| WILSONVILLE                | Syngia                            | 6010 Olson Rd<br>Thousand Oaks CA          | 805 492-2411<br>805 493-3201 | claudio@claudio.com           |
| California African Union   | TRIP RICHARD                      | 1023 S. LA CIENEGA<br>L.A. CA. 90035       | 310 273-6433<br>273-2363     | streich@aol.com<br>@ochla.com |
| GREER PLANNING CENTER      | TIM BURGESS                       | 3502 WATKINS<br>BSC 644 L.A. CA. 90089     |                              | tburgess@wpa.com              |
| UNIVERSITY OF SOUTHERN CA  | ARLIE MORRIS                      | 50 N. HILL AVE<br>PASADENA CA 91101        | 626-794-6870<br>793-7396     | amorris@wpa.com               |
| WOMEN AT WORK              | BETH BENSON                       | 4505 WILSHIRE<br>BLVD. L.A. CA 90048       | 323-741-8588<br>741-8575     | mipungy@wpa.com               |
| TRAVEL VOCATIONAL SERVICES | KAREN RIBIERZ                     | 3800 FIGUEROA                              | 213 580-7505<br>580-7588     | kar@wpa.com                   |
| L.A. CHAMBER OF COMMERCE   | JOANN DE SANTIS                   | 18111 NORWOOD<br>NORTH RIDGE 91330         | 530 898 5253                 | joann@wpa.com                 |
| CAL STATE UNIV             | HISPANIC AMERICANS FOR EMPLOYMENT | 5400 DRYDEN BL.<br>L.A. CA 90025           | 323-726-1558<br>726-1568     | lyngfo@wpa.com                |
| NORTHERN CALIFORNIA        | ESPINOZA                          |  |                              | california@wpa.com            |

## RECRUITMENT SOURCE LIST

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

RECRUITMENT SOURCE LIST

| Recruitment Source Name                               | Contact Person       | Address                                     | Telephone/Fax Numbers    | E-mail Address          |
|---|----------------------|---|--------------------------|-------------------------|
| NAAAP   | Bereldine Washington | 3910 MLK BL.<br>L.A. CA 90008               | 323-296-2630<br>294-9435 | tracypda@sbccap.org     |
| WOMEN HELPING WOMEN                                   | Aileen Ramirez       | 711 W 17th St<br>Los Angeles 90027          | 949 431-2333<br>631-8438 | ahellen@aol.com         |
| WOMEN @ WORK  | Vicki Hodges         | 50 N. Hill Ave.<br>Pasadena 9106            | 626-796-4870<br>793-7396 | women@work@pasadena.com |
| STATE OF CALIFORNIA EMPLOYMENT DEVELOPMENT DEPARTMENT | NORMA GUT-ELLECS     |   | 818 830 9421<br>830 9435 | maggie@state.ca.gov     |
| MEXICAN AMERICAN OPPORTUNITY FOUND                    | JOSE RUIZ            | 401 N. GARDEN ST.<br>MONTEBELLITO, CA 94020 | 523 278 3608<br>840 9637 | joerui@mofo.org         |
| HISPANIC VETERAN CENTER                               | ROSIE REQUENA        | 12015 1st St.<br>L.A. CA 90033              | 323 264-4434<br>746-1323 |                         |
|   |                      |   |                          |                         |
|   |                      |   |                          |                         |
|   |                      |   |                          |                         |

## Summary Description of Supplemental Outreach Initiatives

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 6). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

2/4 Year Period Beginning 8/1, 2003 and ending 1/31, 20004

Specify First Initiative:

Ventura County State Job Fair

Describe activities undertaken to fulfill that initiative:

Our staff manned a booth from 10A-4P on 10/20/04. We supplied informational brochures in positions of Account Executive, Promotions Assistant & intern. The job fair was held at the Ventura Marriott. We promoted the job fair on all  
Specify second initiative: Maha Asman Marketing & Promotions Career Day Reception

Describe activities undertaken to fulfill that initiative:

Manned a booth & provided information on careers in the Broadcast industry. It was held at the AA Convention Hotel. Details & pictures attached  
Maha Asman/Marketing & Promotions Dir  
Ofelia Rios/Sales

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

## Summary Description of Supplemental Outreach Initiatives

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 2). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

1/4 Year Period Beginning on 7/1, 2004 and ending 7/31, 2004

Specify First Initiative:

Participation in Ben Napierman Scholarship program

Describe activities undertaken to fulfill that initiative:

details attached

Specify second initiative:

National College Career Job Fair

Describe activities undertaken to fulfill that initiative:

May & September of  
Staff manned booth with job  
descriptions, fee account executives,  
programming & promotion interns  
Traka Assman / Marketing & Promotions Dir.  
Julie Angelo / Sales

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

# List of all Full-Time Jobs Filled

Complete this worksheet continuously every time a vacancy is filled.

For the 12 month period of 8/1, 2003 through 7/31, 2004

Job Title: National/Regional sales mgr. Date Filled: 7-1-04

Job Title: A/E Date Filled: 3-1-04

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: \_\_\_\_\_

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.

**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 Tally of Interviewee Sources for Each Full-Time vacancy (Page 11)

Yearly Period Beginning: 8/1/03 Ending: 7/31/04

Total Number of Persons Interviewed for Full-Time Vacancies: 10

**Total Number of Interviewees Referred by Each Recruitment Source**

| Recruitment source Name       | Total Number of Interviewees |
|-------------------------------|------------------------------|
| Cumulus Corporate Web site    | 2                            |
| Cumulus Community Recruitment | 1                            |
| SCBA                          | 5                            |
| PAL STATE NORTHRIDGE JOB FAIR |                              |
| PAL LUTHERAN UNIV. JOB FAIR   |                              |
| WALK IN                       | 1                            |
|                               |                              |
|                               |                              |
|                               |                              |
|                               |                              |
|                               |                              |
|                               |                              |
|                               |                              |

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.



# Tracking of Interviewee Sources for Each Full-time Vacancy

Complete this worksheet continuously every time a vacancy is filled.

Job Title for Vacancy: A/E Date Vacancy Filled: 3/1/04

| Recruitment Source | Number of Interviewees Referred by Source |
|--------------------|---|
| WALK IN            |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |

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: National/Regional Sales Manager Date Vacancy Filled: 4/1/04

Recruitment Source for Actual Hire: No. Cal. Broadcasters Goodwill Bulletin

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source   | Contact Person and Phone Number  |
|--|----------------------------------|
| Southern California Broadcasters<br>Goodwill 5150 Wilshire Blvd. #1370<br>L.A. Ca. 90036 | 323-938-3100<br>Kathleen Watkins |
| Ventura College Goodwill   | 4/04                             |
|  |                                  |
|  |                                  |
|  |                                  |
|  |                                  |
|  |                                  |
|  |                                  |
|  |                                  |

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: National Sales Manager Date Vacancy Filled: 6/14/04

| Recruitment Source      | Number of Interviewees Referred by Source |
|-------------------------|---|
| SCBA JOB ALERT Bulletin | 5   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |
|                         |   |

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)