

# **OXNARD/VENTURA MARKET STATIONS EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period August 1, 2004 through July 31, 2005. The licensee of each station reported is Cumulus Licensing L.L.C. 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<sup>1</sup>

- 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) Sales Assistant    | In-house promotion                        |
| 2) Operations Manager | Referral                                  |
| 3) Account Executive  | Cumulus corporate website                 |

|                                    |   |
|------------------------------------|---|
| 4) Account Executive               | Referral                                |
| 5) Morning Show Co-Host            | Radio & Records and Allaccess.com       |
| 6) Evening Show Host               | Recruitment by Station Unit             |
| 7) Morning Show Co-Host            | Recruitment by Station Unit             |
| 8) Account Executive               | Transfer from co-owned station/referral |
| 9) Traffic Manager                 | Transfer from co-owned station          |
| 10) Morning Show Co-Host           | Recruitment by Station Unit             |
| 11) Assistant Business Manager     | Ventura County Star and SCBA            |
| 12) Traffic Manager                | In-house promotion                      |
| 13) Marketing & Promotions Manager | In-house promotion                      |

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

---

<sup>1</sup> Station KYYB(FM) became part of the Onward-Ventura unit effective April 1, 2005.

**EMPLOYEE NEW HIRE FOR VENTURA MARKET  
AUGUST 1, 2004 THRU JULY 31, 2005**

| <b>Hire Date</b> | <b>Name</b>           | <b>Position</b>                |
|------------------|-----------------------|--------------------------------|
| 8/15/04          | Rios, Ofelia          | Sales Assistant                |
| 11/1/04          | VanArsdale, Bernard   | Programming Director           |
| 11/22/04         | Torbert, James        | AE                             |
| 3/15/05          | Brucker, Benjamin     | AE                             |
| 3/31/05          | Maciolek, Michael     | On-Air                         |
| 3/31/05          | Herrejon, Daniel      | On-Air                         |
| 4/8/05           | Fernandez, Saul       | On-Air                         |
| 4/15/05          | Katz-Moses, Johnathan | AE                             |
| 4/16/05          | Jackson, Rachel       | Traffic Manager                |
| 5/15/05          | Rangel, Jaime         | On-Air                         |
| 6/6/05           | Wong, Chrissie        | Assistant Business Manager     |
| 6/6/05           | Reyes, Nery           | Traffic Manager                |
| 7/25/05          | Emminger, Kate        | Marketing & Promotions Manager |

RECRUITMENT SOURCE LIST

| Recruitment Source Name                 | Contact Person      | Address                                  | Telephone/Fax Numbers        | E-mail Address                      |
|---|---------------------|--|------------------------------|-------------------------------------|
| LOS ANGELES NEWS SERVICE CORP           | GAIL BERAK          | 21221 DUNWAD ST.<br>WOODLAND HILLS 91367 | 818 713 - 3523               | gberak@news.com                     |
| Capiterra<br>Authorian Group            | CYNTHIA<br>SULLIVAN | 6010 Alston Rd<br>Thousand Oaks CA       | 805 492-2411<br>805 493-3201 | csullivan@capiterra.com             |
| CAREER PLANNING CENTER                  | TIM<br>RICHARD      | 1023 S. L. A. Cienega<br>L.A. CA, 90033  | 310 273-6433<br>273-2363     | trichard@careerplanning.com         |
| UNIVERSITY OF SOUTHERN CA               | TIM<br>BURGESS      | 3502 WATTWAY<br>ASCHELY L.A. CA, 90089   |                              | tburgess@universityofcalifornia.com |
| WOMEN AT WORK                           | ARFIE<br>MORRIS     | 50 N. HILL AVE<br>DANA POINT CA 91024    | 626-796-6870<br>793-7396     | amorris@womenatwork.org             |
| JEWEL VOCATIONAL SERVICE                | BETH<br>BENSON      | 4505 WILSHIRE<br>BLVD. L.A. CA 90048     | 323-741-8888<br>711-8575     | bjbenson@jewel.org                  |
| L.A. CHAMBER OF COMMERCE                | KAREN<br>RIGUEZ     | 3800 FIGUEROA                            | 213 580-7588<br>580-7588     | karenriguez@lachamber.com           |
| CAL STATE UNIV NORTH BRIDGE             | JOAN<br>DE SANTIS   | 1811 NORWOOD<br>NORTH BRIDGE 91330       | 562 985-5253                 | joan@csun.edu                       |
| HISPANIC AMERICAN FOR FAIRNESS IN TRADE | LACRUZ<br>FERRINORA | 5400 OLYMPIA BL.<br>LA CA 90037          | 323-726-4558<br>323-4465     | lacruz@hafa.com                     |

RECRUITMENT SOURCE LIST

| Recruitment Source Name              | Contact Person                   | Address  | Telephone/FAX Numbers        | E-mail Address                               |
|--------------------------------------|----------------------------------|--|------------------------------|--|
| VENTURA STAR                         | MONICA WHITE                     | 5250 RAJSTON<br>VENTURA, CA 93003                  | 477-6778<br>644-5113         | munite@<br>munite.com                        |
| Mi Estrella                          | Monica White                     | 5250 RAJSTON<br>VENTURA, CA 93003                  | 477-6778<br>644-5113         | munite@<br>munite.com                        |
| SCBA JOB FAIR                        | LA-FERNA<br>WATKINS              | 5070 WILSHIRE BL.<br>LA, CA. 90036                 | 323-938-3100<br>323-938-8600 | radio@<br>scba.com                           |
| ZAL STATE<br>CHANNEL IS.             | Peggy Hinz                       | ONE UNIVERSITY PL<br>CAMPBELL, CA 95012            | 905-437-8947<br>437-8445     | peggy.hinz@<br>csuci.com                     |
| VENTURA COLLEGE<br>JOB FAIR POSTING  | Jerry Duniap                     | 4447 TELEGRAPH<br>LIMBUCA 93003                    | 805 654-6350<br>654-6393     | jduniap@<br>vcnet.net                        |
| SANTA BARBARA<br>MOORPARK<br>COLLEGE | OLIVIA QUIROGA<br>Audrey Furrell | UNIV. OF CALIF - SB<br>SANTA BARBARA, CA 93104     | 805-883-4411<br>883-8023     | oliviaq@<br>sbcc.edu                         |
| CAL STATE UNIV.<br>LOS ANGELES       | ELLENBERG<br>DE LEE              | 7075 CAMPUS DR<br>MOORPARK, CA 93024               | 805 378-1400<br>378-1499     | ellenber@<br>csuohio.net                     |
| OXNARD<br>COLLEGE                    | NIKKI<br>CAYANAN                 | 5757 STATE<br>4700 S. ROSE AVE<br>OXNARD, CA 93033 | 805 323-3433<br>805 464-5800 | ccayan@<br>oxnet.edu<br>ncayan@<br>oxnet.edu |

RECRUITMENT SOURCE LIST

| Recruitment Source Name                                 | Contact Person      | Address                               | Telephone/Fax Numbers    | E-mail Address          |
|---|---------------------|---------------------------------------|--------------------------|-------------------------|
| NAAAP   | BREIDINE WASHINGTON | 3910 MLK BL.<br>LA, CA 90008          | 323-296-2630<br>294-9435 | tracopla@sbccalitel.com |
| WOMEN HELPING WOMEN                                     | HELEN RAMIREZ       | 711 W 17TH ST<br>LOS ANGELES 90027    | 949 631-2333<br>631-8439 | hellen@whw.org          |
| WOMEN @ WORK  | VICKI HODGES        | 50 N. HILL AVE.<br>PASADENA 91106     | 626-796-6870<br>793-7396 | women@work@pasadena.gov |
| STATE OF CALIFORNIA - EMPLOYMENT DEVELOPMENT DEPARTMENT | NORMA ENRIQUEZ      |                                       | 910 830 9421<br>890 9155 | mgs@state.ca.gov        |
| MEXICAN AMERICAN OPPORTUNITY FOUND                      | JOSE RUIZ           | 401 N. GARFIELD<br>MONTRELL, CA 95031 | 323 278 3608<br>840 9137 | jruiz@maof.org          |
| HISPANIC URBAN CENTER                                   | ROSIE REYES         | 12015 15TH 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 8). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

1/4 Year Period Beginning 8/1, 2004 and ending 1/31, 2005

Specify First Initiative:

OXNARD HIGH SCHOOL JOB FAIR

Describe activities undertaken to fulfill that initiative:

STAFF MANNED TABLE AT JOB FAIR  
WITH JOB DESCRIPTIONS FOR  
ACCOUNT EXECUTIVE, PROMOTIONS ASST,  
INTERN (SALES, PROGRAMMING, PROMOTIONS)  
OFELIA RIOS / SALES      MATT LIEBERMAN,  
PROMOTIONS

Specify second initiative:

VENTURA COLLEGE JOB FAIR

Describe activities undertaken to fulfill that initiative:

STAFF MANNED TABLE AT JOB FAIR  
WITH JOB DESCRIPTIONS FOR  
ACCOUNT EXECUTIVE, PROMOTIONS ASST,  
INTERNS (PROMOTIONS, ON AIR, SALES)  
SALES ASST., PROGRAMMING INTERN  
OFELIA RIOS / SALES, MATT LIEBERMAN / PROMOTIONS

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 8). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

2/4 Year Period Beginning 2/1 20005 and ending 7/31 20005

Specify First Initiative:

EXPERIENCE COLLEGE FAIR

Describe activities undertaken to fulfill that initiative:

STAFF MANNED BOOTH WITH JOB

DESCRIPTIONS OF SALES PROGRAMMING

PROMOTIONS & INTERNS

OFELIA RIOS / SALES

MATT LIEBERMAN / PROMOTIONS

Specify second initiative:

\_\_\_\_\_

Describe activities undertaken to fulfill that initiative:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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, 2004 through 7/31, 2005

|   |                              |
|---|------------------------------|
| Job Title: <u>Sales Assistant</u>             | Date Filled: <u>9-15-04</u>  |
| Job Title: <u>Operations manager</u>          | Date Filled: <u>11-1-04</u>  |
| Job Title: <u>Account Executive</u>           | Date Filled: <u>11-17-04</u> |
| Job Title: <u>Traffic manager</u>             | Date Filled: <u>4-16-05</u>  |
| Job Title: <u>Traffic manager</u>             | Date Filled: <u>6-6-05</u>   |
| Job Title: <u>Morning Show Co-Host</u>        | Date Filled: <u>4-1-05</u>   |
| Job Title: <u>Morning Show Co-Host</u>        | Date Filled: <u>6-1-05</u>   |
| Job Title: <u>Evening Show Host</u>           | Date Filled: <u>4-1-05</u>   |
| Job Title: <u>Promotions &amp; Mktg. Dir.</u> | Date Filled: <u>7-25-05</u>  |
| Job Title: <u>Business Assistant</u>          | Date Filled: <u>6-6-05</u>   |
| Job Title: <u>Morning Show Co-Host</u>        | Date Filled: <u>3-31-05</u>  |
| Job Title: <u>Account Executive</u>           | Date Filled: <u>3-15-05</u>  |
| Job Title: <u>Account Executive</u>           | Date Filled: <u>4-15-05</u>  |
| 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 12)

Yearly Period Beginning: 8/1/04 Ending: 7/31/05

Total Number of Persons Interviewed for Full-Time Vacancies: 24

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

| Recruitment Source Name                | Total Number of Interviewees |
|--|------------------------------|
| SCBA JOB ALERT                         | 10                           |
| VENTURA COUNTY STAR/MIJESTRILLA        | 4                            |
| ALL ACCESS                             | 4                            |
| R & R                                  | 4                            |
| Cumulus Media / ON AIR                 | 2                            |
| VENTURA COLLEGE                        |                              |
| OXNARD HIGH SCHOOL                     |                              |
| EXPERIENCE COLLEGE JOB FAIR            |                              |
| CAREERS IN COMMUNICATION SPEAKER PANEL |                              |
|  |                              |
|  |                              |
|  |                              |

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: Sales Assistant Date Vacancy Filled: 9/15/04

Recruitment Source for Actual Hire: Promoted part time promotion assistant to full time sales assistant.

### Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| Cal State Northridge       |                                 |
| Cal Lutheran Univ.         |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: Sales Assistant Date Vacancy Filled: 9/15/04

| Recruitment Source          | Number of Interviewees Referred by Source |
|-----------------------------|---|
| <i>Promoted from within</i> |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |

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: Operations Manager Date Vacancy Filled: 11/1/04

Recruitment Source for Actual Hire: referral

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: OPERATIONS MANAGER Date Vacancy Filled: 11/1/04

| Recruitment Source | Number of Interviewees Referred by Source |
|--------------------|---|
| REFERRAL           | 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)

## 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: Account Executive Date Vacancy Filled: 11/17/04

Recruitment Sources for Aerial Hire: Corporate web site

### Recruitment Sources Utilized for this Vacancy

| Name and Address of Source  | Contact Person and Phone Number |
|---|---------------------------------|
| So. Cal. Broadcasters Job alert Bulletin 5150 Wilshire Blvd S.D. Ca. 90024    | 323-438-3100<br>La Fein Watkins |
| Ventura County Star Job Fair. 10/30/04<br>5250 Ralston St. Ventura, Ca. 93003 | Monica White<br>650-2900        |
| Cumulus Corporate Web site  |                                 |
| So. Cal. Broadcasters Job Fair 10/22/04                                       | La Fein Watkins<br>323-438-3100 |
| Cumulus Community Entertainment Meet.   | Carol Fujillo<br>805-642-5595   |
|   |                                 |
|   |                                 |
|   |                                 |

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: 11/17/04

| Recruitment Source         | Number of Interviewees Referred by Source |
|----------------------------|---|
| Cumulus Web Site           | 2   |
| SCBA Job Alert Bulletin    |   |
| Cumulus Ascertainment Mags | 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)

## 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: Account Executive Date Vacancy Filled: 3-15-05

Recruitment Source for Actual Hire: referral

### Recruitment Sources Utilized for this Vacancy

| Name and Address of Source   | Contact Person and Phone Number |
|--|---------------------------------|
| Ventura County Star<br>5250 Rabston St. Ventura Ca. 93003                  | Marianne Orrell<br>477-6778     |
| SOMA JOB ALERT Bulletin<br>5650 WILSHIRE BLVD # 1370 90036<br>LA JOLLA, CA | LAFIN WATKINS<br>323-438-3100   |
| Ventura College JOB FAIR<br>4667 TELEGRAPH RD. Ventura 93003               |                                 |
| DYNARD HIGH SCHOOL JOB FAIR  | Lorene Leyva                    |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |

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: 3-15/05

| Recruitment Source                 | Number of Interviewees Referred by Source |
|------------------------------------|---|
| <u>Ventura County Star</u>         | 0   |
| <u>SCBA Job Alert Bulletin</u>     | 0   |
| <u>Ventura College Job Fair</u>    | 0   |
| <u>OXNARD HIGH School Job Fair</u> | 0   |
| <u>Referral</u>                    | 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)

## 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: MORNING SHOW CO-HOST KHAY Date Vacancy Filled: 3-31-05

Recruitment Source for Actual Hire: R & R & ALL ACCESS

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source                                     | Contact Person and Phone Number |
|--|---------------------------------|
| R & R (Radio & Records) 8079 Century Park L.A. CA. 90067       | 310- <del>457</del> 653-4330    |
| ALL ACCESS Music Group 28455 Pacific Coast Hwy Malibu CA 90265 | 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: MORNING SHOW Date Vacancy Filled: 3-31-05  
COHOST KIBBY

| Recruitment Source | Number of Interviewees Referred by Source |
|--------------------|---|
| ALL ACCESS         | 4   |
| RADIO & RECORDS    | 4   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |
|                    |   |

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: Evening Show Host - KVVYB      Date Vacancy Filled: 4/1/05

Recruitment Source for Actual Hire: Recruited by station

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: EVENING SHOW HOST WKVYB Date Vacancy Filled: 4/1/05

| Recruitment Source           | Number of Interviewees Referred by Source |
|------------------------------|---|
| N/A RECRUITES SAUL FERNANDEZ |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |
|                              |   |

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: MORNING Show Date Vacancy Filled: 4/1/05  
CO-Host KWB

Recruitment Source for Actual Hire: Recruited by station

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: MORNING SHOW Date Vacancy Filled: 4/1/05  
OO HOST KUYB

| Recruitment Source   | Number of Interviewees Referred by Source |
|----------------------|---|
| N/A RECRUITED DANIEL |   |
| HERRE JON            |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |
|                      |   |

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: Account Executive Date Vacancy Filled: 4/15/05

Recruitment Source for Actual Hire: referral/transfer from Sarah  
Barbara

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source         | Contact Person and Phone Number |
|------------------------------------|---------------------------------|
| <u>SCBA JOB AID Bulletin</u>       | <u>0</u>                        |
| <u>Ventura College Job Fair</u>    | <u>0</u>                        |
| <u>ONWARD High School Job Fair</u> | <u>0</u>                        |
|                                    |                                 |
|                                    |                                 |
|                                    | + +                             |
|                                    |                                 |
|                                    |                                 |
|                                    |                                 |

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: 4/15/05

| Recruitment Source              | Number of Interviewees Referred by Source |
|---------------------------------|---|
| <i>referral / transfer from</i> |   |
| <i>Santa Barbara cluster</i>    |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |
|                                 |   |

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: Traffic Manager      Date Vacancy Filled: 4/16/05

Recruitment Source for Actual Hire: Transfer

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: Traffic Manager Date Vacancy Filled: 4/14/05

| Recruitment Source               | Number of Interviewees Referred by Source |
|----------------------------------|---|
| N/A transfer From sister station |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |
|                                  |   |

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: Morning Show Date Vacancy Filled: 6/1/05  
CO-Host KUYB

Recruitment Source for Actual Hire: Recruited by Station

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: MORNING SHOW Date Vacancy Filled: 6/1/05  
CO-HOST KVVU

| Recruitment Source          | Number of Interviewees Referred by Source |
|-----------------------------|---|
| N/A RECRUITED JAIMIE RANGEL |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |
|                             |   |

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: TRAFFIC DIRECTOR + BUSINESS ASST. Date Vacancy Filled: 6/6/05

Recruitment Source for Actual Hire: Ventura County STAR & SCBA

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source                                     | Contact Person and Phone Number |
|--|---------------------------------|
| VENTURA COUNTY STAR<br>5050 RAISTON LANE<br>VENTURA, CA, 93003 | MONICA WHITE<br>477-6778        |
| SCBA / JOB ALERT BULLETIN<br>5650 WILDFIRE BLVD # 1370 93036   | LARRA WATKINS<br>323-938-3100   |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |
|  |                                 |

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: BUSINESS ASST. Date Vacancy Filled: 6/6/05

| Recruitment Source              | Number of Interviewees Referred by Source |
|---------------------------------|---|
| VENTURA COUNTY STAR             | 4   |
| SO. CAL. BROADCASTERS JOB ALERT | 4   |
| CUMULUS MEDIA                   | 0   |
| OXNARD HIGH SCHOOL JOB FAIR     | 0   |
| VENTURA COLLEGE JOB FAIR        | 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: Traffic Coordinator Date Vacancy Filled: 6/6/05  
Manager

Recruitment Source for Actual Hire: Internal Promotion

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| SCBA Job Alert Bulletin    | LA Fern Watkins<br>323-938-3100 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

Place in station's local public file annually on the anniversary date of the removal 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: TRAFFIC MANAGER Date Vacancy Filled: 6/6/05

| Recruitment Source  | Number of Interviewees Referred by Source |
|---------------------|---|
| N/A PROMOTED BUS.   |   |
| ASST. TO POSITION / |   |
| NERY REYES          |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |
|                     |   |

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: MARKETING & PROMOTIONS DIRECTOR Date Vacancy Filled: 7/25/05

Recruitment Source for Actual Hire: Promotion from within

## Recruitment Sources Utilized for this Vacancy

| Name and Address of Source | Contact Person and Phone Number |
|----------------------------|---------------------------------|
| SCBA Job Alert Bulletin    | LAFERN WATKINS<br>323-438-3100  |
| Cumulus Media KVVU         | Eduardo Fuvillo<br>642-8595     |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |
|                            |                                 |

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: Marketing & Promotion Director Date Vacancy Filled: 7/25/05

| Recruitment Source      | Number of Interviewees Referred by Source |
|-------------------------|---|
| SCBA Job Alert Bulletin | 6   |
| Cumulus Medical on air  | 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)