

**KSMY(FM), KSNI-FM, KXFM(FM), KSMX(AM), KVEC(AM), KSLY-FM,
KURQ(FM), KSTT-FM
EEO PUBLIC FILE REPORT
August 1, 2008 through July 31, 2009**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-8	5
Account Executive	1-8	3
Account Executive	1-8	2
Account Executive	1-8	3
Account Executive	1-8, 11-12	6
Account Executive	1-8, 11-12	1
Account Executive	1-8, 11-12	6
Account Executive	3-8	4
Account Executive	3-8	4
Account Executive	1, 3-8	4
Account Executive	1-8, 13-14	4
Account Executive	1-8, 13-14	4
Account Executive	1-8, 13-14	5
Sales Assistant	1-8, 11-12	5
Sales Assistant	1-10, 13-14	6
Sales Assistant	1-10, 13-14	6
Programming Director/On-air Talent	2-5, 10	4
Production Director/On-air Talent	2-5, 10	4
Assistant Production Director	1, 3-8, 10	4

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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 12-month period
1	Santa Maria Workforce Resource Center 1410 S. Broadway Santa Maria, CA 93454 805-614-1550 Contact: Yolanda	No	3
2	Job Fairs <i>(as described in Section III)</i>	No	26
3	SEU station websites <i>(on one or more station websites)</i> <i>http://edbroadcasters.com</i> <i>www.ksly.com</i> <i>www.1240ksmx.com</i> <i>www.sunnycountry.com</i> <i>www.kstt.com</i> <i>www.newrock1073.com</i> <i>www.920kvec.com</i> <i>www.991thefox.com</i>	No	6
4	Word-of-mouth Referral	No	13
5	Walk-ins/Self-Referral	No	8
6	On-Air Announcements <i>(across all SEU stations)</i>	No	25
7	Monster Job Search Engine <i>www.monster.com</i>	No	10
8	United Staffing Associates 2050 S. Broadway Santa Maria, Ca 93455 805-269-4218 Contact: Vibiana Bruno	No	2
9	California Broadcasters Association <i>www.cabroadcasters.org/jobbank.htm</i> 916-444-2237 Contact: Lillie Player, Director	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	All Access Music Group <i>www.allaccess.com</i>	No	23
11	I Hire Logistics Search Engine¹ <i>www.ihirelogistics.com</i>	No	4
12	Career Builder Job Search Engine <i>www.careerbuilder.com</i>	No	1
13	Craigslist <i>http://slo.craigslist.org/</i>	No	2
14	Orfalea College of Business, California Polytechnic University 1 Grand Ave San Luis Obispo, Ca 93407 805-756-1543 Contact: Norinne Cruzat	No	1
Total Interviewees Over 12-Month Period			124

¹ Not directly contacted by SEU.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On October 8, 2008, our SEU co-sponsored the Santa Maria Work Force Center Job Fair. We set-up a booth, discussed employment opportunities in radio and broadcasting, and answered participants' questions. We also displayed open jobs and collected applications from interested attendees. In addition, we provided commercials to help publicize the event. SEU participants included our Sales Manager and Assistant Sales Manager.
2	Participate in job fair	On June 18, 2009, our SEU hosted a booth at the Santa Maria Chamber of Commerce Trade Show. At the trade show we provided information about the company as well as radio in general. We also answered questions and helped publicize the event. Station participants included our Sales Manager, Assistant Sales Manager, and Promotions Director.
3	Participate in job fair	On August 18, 2008, our SEU co-sponsored the City of Paso Robles Business Development Center Job Fair. At the fair, we set up a booth and discussed employment opportunities in radio and broadcasting. We also answered any questions, posted open jobs opportunities, and collected applications from interest attendees. SEU participants included our Sales Manager.
4	Participate in event/activity for or on behalf of a community organization relating to careers in broadcasting	On May 11, 2009, our SEU co-sponsored the business mixer at the San Luis Obispo Chamber of Commerce Trade Show. We spoke with attendees about opportunities in radio generally and job opportunities at our SEU specifically. We also provided commercials to help publicize the event. SEU participants included our Sales Manager, Assistant Sales Manager, and Promotions Director.
5	Participate in job fair	On May 4 and 5, 2009, our SEU participated in the Quota International job fair in San Luis Obispo. At the event, we spoke about the different job functions performed at a radio

		<p>station. We also collected resumes and answered participants' questions. We helped publicize the fair with on-air commercials. The event also honored local employees and money raised from the event helps local community groups. SEU participants included our Sales Manager.</p>
6	Internship program	<p>From April 13, 2009, through the end of the reporting period, our SEU hosted a student intern from Cuesta College. The student interned in the Programming department and is able to receive college credit for participating. The internship is overseen by a Programming Director who helps ensure that the intern is learning about broadcasting and radio careers.</p>
7	Provide management-level EEO training	<p>On July 15, 2009, our SEU sponsored a training session for management and managers. Our Business Manager gave a presentation regarding EEO regulations and compliance. SEU participants included our Regional Vice President and General Manager, our Vice President of Engineering, our Business and Programming Managers, and Sales Managers.</p>
8	Sponsor event/program for or on behalf of an educational institution relating to careers in broadcasting (2)	<p>Once during the Spring semester and again during the Fall semester, our SEU spoke to a radio class at Cuesta College. We gave a 45-minute presentation to the class about the radio industry and told students how we each got our start in the business and what our jobs entail. We also gave students advice and ideas on how to go about pursuing a career in radio. Station participants included KSTT on-air talent.</p>