

KSMY, KSNI, KXFM, KSMX, KVEC, KSLY, KURQ, KSTT
EEO PUBLIC FILE REPORT
08/01/07 – 07/31/08

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	2-3, 5-8	8
Account Executive	2-3, 5-8	8
Account Executive	2-3, 5-8	6
Account Executive	2-3, 5-8	6
Account Executive	1-3, 5-8	8
Account Executive	1-3, 5-8	7
Account Executive	1-3, 5-8	8
Account Executive	1-3, 5-8	8
Account Executive	1-8	8
Account Executive	1-8	8
Account Executive	1-8	6
Account Executive	1-8	4
Sales Assistant	2, 5-8	6
Sales Assistant	2, 5-8	12
Sales Manager	This position was filled discretely due to a need to not alert the employee involved or any competitors	
General Manager	There was a need to fill a unique and exceptional position for which no other comparable talent was likely to be found through local sources.	
Programming Director	1, 12	1
Director of Engineering	1, 9-12	12
IT	1	1
Receptionist		5

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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	Monster.com	No	18
2	Job Fairs	No	34
3	http://edbroadcasters.com	No	7
4	Careerbuilder.com	No	2
5	United Staffing Associates; 2050 S. Broadway, Santa Maria, Ca 93455; 805-349-2333	No	4
6	Word Of Mouth	No	4
7	Walk ins	No	8
8	On air Recruitment ads	No	21
9	California Broadcasters Assoc	No	1
10	National Association of Broadcasters, NAB	No	1
11	Society of Broadcast Engineers	No	1
12	Internal Resources	No	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD*			104

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Santa Maria Work Force Center - Job Fair – Oct 17 th	At the local Work Force Center, we had a booth at the local Job fair. Presenting our company to the community, and discussing job opportunities within our company
2	Santa Maria Work Force Center - Job Fair – May 14th	Same as above
3	SLO Job Expo – May 2007	We had a booth at the San Luis Obispo Chamber of Commerce; presenting job opening, and accepting resumes. Local businesses attend and the event draws 10,000+ people.
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