

**KGB-FM, KHTS-FM, KIOZ(FM), KUSS(FM), KMYI(FM), KOGO(AM),
KLSD(AM)**

**EEO PUBLIC FILE REPORT
August 1, 2008 through July 31, 2009¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Traffic/Continuity Assistant	1, 3, 5, 7, 9, 13-19, 27, 30-31, 33-38, 41-44, 51-53	27
Remote Broadcast Technician	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-44, 51-53, 56	5
Account Executive (KOGO)	1, 3, 5, 7, 9, 13-19, 27, 30-31, 33-38, 41-44, 51-53, 55	27
Online Content Coordinator	1, 3, 5, 7, 9, 13-19, 27, 30-31, 33-38, 41-45, 51-53	27
Online Content Coordinator	1, 3, 5, 7, 9, 13-19, 27, 30-31, 33-38, 41-45, 51-53	27
Promotions Director (KMYI)	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-44, 51-53, 56	1
Traffic/Continuity Assistant	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-44, 51-53, 56	5
Traffic Manager (KLSD)	1, 3, 5, 7, 9, 13-19, 27, 30-31, 33-38, 41-44, 51-53	27
Building Maintenance Engineer	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-45, 51-53, 56	1
Account Executive (KIOZ/KLSD)	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-44, 51-53, 56	27
Multimedia Developer	1, 5, 9, 10, 13-21, 27, 30, 33-38, 41-44, 51-53, 56, 70	1
Program Director (KGB)	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-44, 51-53, 56	1
Assistant Program Director/On-Air (KGB)	1, 3, 5, 7, 9, 13-21, 27, 30, 33-38, 41-44, 51-53, 56, 69	27

¹ This report reflects data collected from July 26, 2008 through July 31, 2009.

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II. MASTER RECRUITMENT SOURCE LIST

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
1	Internal Posting	No	10
2	On-Air Announcements (<i>on one or more SEU stations</i>)	No	0
3	San Diego Jobs Website <i>sandiego.clearchannel.com</i> 9660 Granite Ridge Drive San Diego, CA 92123 (858) 522-5469 Contact: Chris Valentine	No	7
4	Station Website Advertisements (<i>on one or more SEU stations</i>)	No	0
5	Clear Careers Website <i>clearcareers.com</i>	No	13
6	<i>Intentionally Omitted</i>		
7	Diversity Solutions <i>diversitysolutions.us</i> P.O. Box 740948 San Diego, CA 92174 (619) 277-9099 Contact: Oran Brown	No	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
8	The Diversity Group “Diversity Employment” Publication P.O. Box 740948 San Diego, CA 92174 (619) 277-9099	No	0
9	Southern California Broadcasters Association² 1849 Sawtelle Blvd., #543 Los Angeles, CA 90025 (310) 444-1431 (310) 444-1463 (fax) Contact: LaFern Cusack LaFern@scba.com	No	0
10	San Diego Union Tribune – Classified Ads 350 Camino de la Reina San Diego, CA 92108 (619) 293-1966 Contact: Sandee Beare sandie.beare@uniontrib	No	0
11	North County Times – Classified Ads 207 E. Pennsylvania Avenue Escondido, CA 92025 (760) 740-5443 Contact: Lynda Khoury Lkhoury@nctimes.com	No	0
12	The Press Enterprise – Classified Ads 3512 Fourteenth Street Riverside, CA 92501 (951) 684-1200 Contact: Ginny Pendleton	No	0
13	Mt. San Jacinto Community College 1499 North State Street San Jacinto, CA 92583 (951) 487-6752 x1442 (951) 654-5971 (fax) Contact: Escarlet Wirth ewirth@msjc.edu	Yes	0

² SCBA’s Job Alert Bulletin distributes our job vacancy notices to more than 200 additional minority, education and other community groups.

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
14	Palomar College (KKSM AM 1320) 1140 West Mission Road San Marcos, CA 92069 (760) 744-1150 x2442 Contact: Zeb Navarro znavarro@palomar.edu	Yes	0
15	Cuyamaca College – Job Placement Office 900 Rancho San Diego Parkway El Cajon, CA 92019 (619) 660-4437 (619) 660-4294 (fax) Contact: Laurie Brown laurie.brown@gcccd.net	Yes	0
16	San Diego City College – Career Center 1313 12 th Avenue San Diego, CA 92101 (619) 388-3722 (619) 388-3403 (fax) Contact: Transfer Center citytran@sdccd.edu	Yes	0
17	Fleet & Family Support Center 3005 Corbina Alley, Ste 1 San Diego, CA 92136 (619) 556-9866 (619) 556-9884 (fax) Contact: Monte Jones montejoness@navy.mil	Yes	0
18	Employment Development Department 8810 Rio San Diego Dr San Diego, CA 92108 (619) 400-0081 (619) 400-0080 (fax) Contact: Bernice Jenkins, VARO, RM 3315 Bjenkin1@edd.ca.gov	Yes <i>(through 1/2009)</i>	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
19	Employment Development Department 924 East Main Street El Cajon, CA 92021 (619) 425-1584 (619) 441-2395 (fax) Contact: Terry Jensen tjensen@edd.ca.gov	Yes <i>(through 1/2009)</i>	0
20	Regional Occupational Program (ROP) 6401 Linda Vista Road San Diego, CA 92111 (858) 292-3824 (858) 268-9726 (fax) Contact: Becky Schooler schooler@sdcoe.net	No	0
21	<i>Intentionally Omitted</i>		
22	North Coast Church (760) 724-6700 x145 Contact: Jeanne Bessant Jeanne@northcoastchurch.com	Yes <i>(through 1/2009)</i>	0
23	California Broadcasters Association <i>cba.org</i> 915 L. Street, #1150 Sacramento, CA 95814 (916) 444-2237 Contact: Joe Berry	No	0
24	University of San Diego <i>sandiego.edu</i> 5998 Alacala Park, HC 100 San Diego, CA 92110 (619) 260-4654 Contact: Connie Wilson/Cindy Covarrubias	No	0
25	University of Southern California Annenberg School of Communication <i>usc.edu</i> 3502 Watt Way, ASC 154 Los Angeles, CA 90089 (213) 821-1514 (213) 740-8036 (fax) Contact: Megan Hutaff	No	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
26	San Diego Community College District – Workability 3 Program 3375 Camino Del Rio South, #105 San Diego, CA 92108 (619) 388-6810 (619) 388-6534 (fax) Contact: Rusty Krumm	No	0
27	Word-of-Mouth Referral	No	27
28	San Diego Mesa College <i>sdmesa.sdccd.cc.ca.us</i> 7250 Mesa College Drive San Diego, CA 92111 Contact: Sheri Endicott (858) 627-2777 (858) 388-5834 (fax)	No	0
29	Walk-in/Self-Referral	No	2
30	San Diego County Hispanic Chamber of Commerce 1250 6 th Avenue, Ste 550 San Diego, CA 92101 (619) 702-0790 (619) 696-3282 (fax) Contact: Marco Cortes marcocortes@sdechcc.com	Yes	0
31	Clear Channel San Diego Intern Program	No	0
32	Unknown³	No	3
33	Personal Services Division (CSS) Box 555020 Bldg 13150, Room 206 Camp Pendelton, CA 92055-5020 (760) 725-9481 (760) 725-5930 (fax) Contact: James White Jr. James.white@usmc.mil	Yes	0

³ Upon inquiry by SEU personnel, the interviewee was unable to recall the source from which they had been referred.

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
34	Point Loma Nazarene College 3900 Lomaland Drive San Diego, CA 92106-2899 (619) 849-2384 (619) 849-7023 (fax) Contact: Charlie Howard charliehoward@pointloma.edu	Yes	0
35	Toward Maximum Independence (TMI) 4740 Murphy Canyon Road San Diego, CA (858) 467-0600, Ext 318 Contact: Roger rogero@tmi-inc.org	Yes	0
36	University of California, San Diego Career Services Center <i>http://career.ucsd</i> (858) 534-2750 Contact: Pat JaCoby and P. Seyfert	No	0
37	San Diego Radio Contact: Chris Carmichael, Recruiter chris@SDRadio.com	No	0
38	Devry University 2655 Camino Del Rio North, Ste 201 San Diego, CA 92108 (866) 413-3879 (619) 683-2448 (fax) Contact: R. Adams radams@devry.edu	Yes	0
39	Inside Radio – Publication and Website (800) 640-8852 (877) 270-3998 (fax) Contact: Gene McKay, General Manager	No	0
40	Coleman College 7380 Parkway Drive La Mesa, CA 91942 (619) 465-3990 Contact: M. Hamzabi mhamzabi@coleman.edu	No	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
41	Academy of Radio & TV Broadcasting 4914 E. McDowell Rd., Suite 107 Phoenix, AZ 85008 (602) 267-8001 (602) 273-6411 (fax) Contact: Mary Jo Coniff mjconniff@aol.com	Yes	0
42	The Portfolio Center – Columbia College Chicago (312) 369-7280 (312) 344-8020 (fax) Contact: Matthew Green mgreen@colum.edu	Yes	0
43	Goods Entertainment/ VoiceHunter.com (800) 867-9532 (801) 460-3100 (fax) Contact: Adam Goodman AGoodman@GoodsEntertainment.com	Yes	0
44	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177 (760) 754-2115 (fax) Contact: Mark Holloway admin@amfmjobs.com	Yes	0
45	Craig's List <i>craigslist.org</i> P.O. Box 225159 San Francisco, CA 94122-5159	No	2
46	Monster Job Board <i>monster.com</i>	No	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
47	Radio and Records (R&R Today) (323) 954-3400 Contact: Karen Mumaw, Opportunity Advertising kmumaw@radioandrecords.com	No	0
48	Design Institute of San Diego <i>disd.edu</i> 8555 Commerce Avenue San Diego, CA 92121 (858) 566-1200 Contact: Paula Parrish	No	0
49	SportsRadio.com <i>sportsradio.com</i> 4461 137 th Avenue SE Bellevue, WA 98006 Contact: Rick Scott (425) 709-3232	No	0
50	Sportscasters Talent Agency of America <i>info@staatalent.com</i> 26101 Del Rey, Ste A Mission Viejo, CA 92691 (949) 215-6713	No	0
51	The Union of Pan Asian Communities Employment Solution (UPAC) 5348 University Ave., Suite 101 San Diego, CA 92105 (619) 229-6725 x105 Contact: Tri Nguyen <i>tnguyen@upacsd.com</i>	Yes	0
52	Alliance for African Assistance 5952 El Cajon Blvd. San Diego, CA 92115 (619) 286-9052 x55 Contact: Rufael Mulugeta <i>rufael@alliance-for-africa.org</i> <i>andkm@alliance-for-africa.org</i>	Yes	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
53	Home Start 5296 University Avenue, Ste F-2 San Diego, CA 92105 (619) 229-3660 x228 Contact: Anthony Rodrigues arodrigues@home-start.com	Yes	0
54	San Diego Community College District Career Planning & Assessment Center 8401 Aero Drive; San Diego, 92123 (858) 627-2553 Contact: Patti Buse	No	0
55	Job Fair Hire Quest Job Fair Embassy Suites-La Jolla, California September 17, 2008	No	0
56	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 (216) 447-9117 Contact: Gary James gary@beonair.com	Yes <i>(as of 10/2008)</i>	0
57	San Diego State University Career Services – MC8255 5500 Campanile Drive San Diego, CA 92182 www.sdsu.edu www.careers.sdsu.edu (619) 594-4391 (619) 594-2650 (fax)	No	0
58	All Access Music Group <i>allaccess.com</i> 28955 Pacific Coast Highway, #210-5 Malibu, CA 90265 (310) 457-6616 (310) 457-8058 (fax) Contact: Joel Denver	No	0

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59	Alliant International University <i>alliant.edu</i> Bldg M-2, 10455 Pomerado Rd San Diego, CA 92131 (858) 635-4565 (858) 635-4853 (fax) Contact: Christine Shine	No	0
60	One Stop Career Center-North Island 1935 E. Valley Parkway Escondido, CA 92027 Contact: Frank Berry (760) 738-0274 (760) 738-8723 (fax)	No	0
61	Asian Business Association 7808 Clairemont Mesa Blvd., Ste A San Diego, CA 92111 (858) 277-2822 Contact: Fabiola Fujiwara	No	0
62	California State San Marcos <i>csusm.edu</i> Craven Hall 1400 San Marcos, CA 92096 Contact: Career Center (760) 750-4900 (760) 750-3142 (fax)	No	0
63	Goodwill Industries of San Diego County 3663 Rosecrans Street San Diego, CA 92110 (619) 225-2200 (619) 225-6201 (fax) Contact: Barbara Abeyta babeyta@sdgoodwill.org	No	0
64	Grossmont College <i>grossmont.edu</i> 8800 Grossmont College Drive El Cajon, CA 92020 (619) 644-7614 Contact: Nancy Davis	No	0

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65	Latter Day Saints Employment Service 4722 Mercury Street San Diego, CA 92111 (858) 279-2338 (858) 279-2527 (fax) Contact: Kirk Draper & Norm Knight wel-ec-sandiego@ldsmail.net	No	0
66	Miramar College <i>sdmiramar.edu</i> 10440 Black Mountain Rd San Diego, CA 92126 (858) 388-7335 (858) 388-7909 (fax) Contact: Joseph Hankinson	No	0
67	National City Chamber of Commerce 901 National City Blvd National City, CA 91950 (619) 477-9339 Contact: Jacqueline Reinoso Thechamber@nationalcitychamber.org	No	0
68	National Hispanic Media Coalition 1201 W. 5 th Street, Ste T-205 Los Angeles, CA 90007 (213) 534-3026 (213) 534-3027 (fax) Contact: Alex Nogales	No	0
69	Concorde College – San Diego 4393 Imperial Avenue, Ste 100 San Diego, CA 92113 (619) 688-0800 Contact: Monique Nguyen mnguyen@concorde.edu	No	0
70	Cal Jobs Website <i>caljobs.ca.gov</i>	No	0
Total Interviewees Over Reporting Period			64

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On September 17, 2008, our SEU participated in the Hire Quest Job Fair held at the Embassy Suites in La Jolla, CA. Recruitment was directed at sales. At the fair we spoke with people interested in job opportunities in broadcasting and accepted resumes. SEU participants included the Human Resources Manager, Sales Supervisor, and General and Local Sales Managers.
2	Participate in job fair	On September 18, 2009, our SEU participated in the Annual Internship Fair held at the University of San Diego in San Diego. Our SEU had a table and spoke with students regarding internships for school credit and careers in radio. SEU participants included staff from Sports Promotions.
3	Internship program (Summer, Fall, Spring)	<p>Our SEU regularly hosts interns from local colleges and universities. The interns gain hands-on experience and are able to seek career guidance from SEU personnel. The station departments that participated in the program were Promotions and Programming.</p> <p>(1) During the Summer of 2008, we hosted 25 interns.</p> <p>(2) During the Fall of 2008, 21 students interned.</p> <p>(3) In the Spring of 2009, we hosted 35 interns.</p> <p>(4) Finally, in the Summer of 2009, 22 students interned.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in activity/event for or on behalf of an educational institution relating to careers in broadcasting	On November 16, 2008, our SEU participated in the Escondido Education COMPACT Job Shadow Program. Three high school students job shadowed several of our employees from 9am to 1pm to learn about “real work life” in broadcasting. SEU participants included our Sales Supervisor and KOGO Assistant Program Director.
5	Participate in activity/event for or on behalf of an educational institution relating to careers in broadcasting	On an on-going school year basis, our KMYI General Sales Manager serves on the Board of Directors for LJRadio.com, an on-line streaming station at Muirlands Middle School in La Jolla. The station is run by students in the 6 th , 7 th , and 8 th grades. Our General Sales Manager meets with the students’ parents as well as their advisors to discuss responsibilities for the station, career opportunities in broadcasting, and preparation for program transition into high school.
6	Participate in activity/event for or on behalf of an educational institution relating to careers in broadcasting	In May of 2009, our Director of Research conducted an informative class/seminar at the University of California San Diego Extension in Sorrento Valley, CA. The class covered the scope and implementation of Arbitron’s Portable People Meter (PPM) system in the San Diego radio market. The class also covered the basics of research methodology relating to the radio industry.
7	Participate in activity/event for or on behalf of a community organization relating to careers in broadcasting	On July 31, 2009, our SEU participated in the “Hire a Youth” Celebration on the USS Midway in San Diego, CA. This event celebrated the achievements of over 600 student interns in the program who were placed in summer internships. We played our station’s hit music and spoke to interns about broadcasting opportunities, what our stations do, and careers in broadcasting. SEU participants included members of our Promotions department and On-Air personality.