

**KUZZ(AM), KUZZ-FM & KCWR(FM)**  
**EEO PUBLIC FILE REPORT**  
August 1, 2009 – July 31, 2010

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Advertising Account Executive	1-26	23
Accounts Payable Clerk	1-26	1
News Director	1-28	28
Custodian	1-25	1

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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 Reporting Period
1	<b>Bakersfield California Newspaper</b> ( <i>including posting on newspaper website, bakersfield.com</i> ) Susan Moore P.O. Bin 440, Bakersfield, Ca. 93302 (661)395-7305	Y	34
2	<b>Bakersfield Rescue Mission</b> Jenne Bayus 820 E. 21 <sup>st</sup> Street, Bakersfield, Ca. 93305 (661)325-4565	Y	0
3	<b>Cal State University of Bakersfield</b> William Perry 9001 Stockdale Hwy, Bakersfield, Ca.93311 (661)664-2011	Y	0
4	<b>San Joaquin Valley College</b> Joyce Meyers 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	<b>Taft College</b> Korina Rawls 29 Emmons Park Drive, Taft, Ca. 92368 (661)746-5382	Y	0
6	<b>Martin Luther King Community Center</b> Cheryl Claybourn 1000 S. Owens Street, Bakersfield, Ca. 93307 (661)322-9874	Y	0
7	<b>Bakersfield Association for Retarded Citizens</b> C. Tucker 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
8	<b>Hispanic Am. for Fairness in Media</b> S. Moreno 5400 E. Olympic Blvd. #250, Los Angeles, C. 90022 (716)587-3121	Y	0
9	<b>Center for Professional Development</b> Frank Troy 2101 K Street, Bakersfield, Ca. 93309 (661)832-5798	Y	0
10	<b>Career Service Center</b> Charles West 5121 Stockdale Hwy, Bakersfield, Ca. 93309 (661)398-9675	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over Reporting Period</b>
11	<b>El Popular</b> Pamela Cotero 212 Goodman Street, Bakersfield, Ca. 93305 (661)398-1000	Y	0
12	<b>Career Service Center</b> Sophia Dising 10215 Stobaugh Street, Lamont, Ca. 93241 (661)336-6800	Y	0
13	<b>Mexican American Opportunity Foundation</b> Janice Thorp 2001 28 <sup>th</sup> Street, Bakersfield, Ca. 93301 (661)861-2800	Y	0
14	<b>Santa Barbara College</b> C. Salinas 211 S. Real Rd., Bakersfield, Ca. 93309 (661)835-1100	Y	0
15	<b>Bakersfield Homeless Center</b> Tom Scott 1600 Truxtun Ave., Bakersfield, Ca. 93301 (661)322-9294	Y	0
16	<b>Bakersfield EDD</b> Frank Salinas 1924 Q Street, Bakersfield, Ca. 93301 (661)395-2600	Y	0
17	<b>El Mexicalo Newspaper</b> L. Manzano 931 Niles Street, Bakersfield, Ca. 93305 (661)323-9334	Y	0
18	<b>Job Corp.</b> Lupe Banda 1727 19 <sup>th</sup> Street, Bakersfield, Ca. 93301 (661)864-0209	Y	0
19	<b>Bakersfield College</b> Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
20	<b>State Dept. of Rehab.</b> Mechele Monji-Carter 1405 Commercial Way #120, Bakersfield, Ca. 93309 (661)395-2525	Y	0
21	<b>B-Glad Deaf Services</b> S. Taylor 1527 19 <sup>th</sup> Street, Bakersfield, Ca. 93301 (661)327-3781	Y	0
22	<b>KUZZ.com Website</b> 3223 Sillect Ave. Bakersfield, Ca. 93308 (661)326-1011	N	0
23	<b>Word-of-Mouth Referral</b>	N	2
24	<b>Internal Posting</b>	N	3
25	<b>Walk-Ins/Self-Referral</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
26	<b>Southern California Broadcasters Association</b> 5670 Wilshire Blv., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	Y	0
27	<b>Radio &amp; Records, Inc.</b> Karen Mumaw 10100 Santa Monica Blvd., 5 <sup>th</sup> Floor, Los Angeles, Ca. 90067-4004, (310) 788-1621	Y <i>(management-level positions only)</i>	0
28	<b>Internal Transfer/Promotion</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			40

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in job fair	On April 8, 2010, our station participated in the Kern County Veterans job fair. Station participants included our HR Director, who met with veterans and other attendees to explain the qualifications and requirements needed to work in radio.
<b>2</b>	Participate in event/program sponsored by an educational organization relating to broadcast careers	On April 9, 2010, our HR Director met with students at a Bakersfield College career day to explain the qualifications and educational requirements needed to work in radio.
<b>3</b>	Participate in event/program sponsored by an educational institution relating to broadcast careers	On April 9, 2010, a KUZZ on-air personality spoke to the Kern Community College District Girls Conference on careers in broadcasting.
<b>4</b>	Participate in job fair	On March 8, 2010, our HR Director participated in the Bakersfield Chamber of Commerce Job Resource Expo to educate potential job seekers of the requirements needed to work in radio.
<b>5</b>	Participate in scholarship program	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing employees of member stations attending college to achieve an advance degree with \$500. Our general manager serves as a board member to the association and, in this duty, reviewed applications for the 2009-2010 scholarship. Our stations also posted scholarship applications at our facilities.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in scholarship program	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing children of employees of member stations attending college to achieve advance degree with \$1,000. Our general manager serves as a board member to the association and, in this duty, reviewed applications for the 2009-2010 scholarship. Our stations also posted scholarship applications at our facilities.
7	Participate in event/program sponsored by an educational organization relating to broadcast careers	On November 11, 2009, our HR Director met with students at the Cal State of Bakersfield career day to explain the qualifications and educational requirements needed to work in radio.
8	Participate in job fair	On October 29, 2009, our stations participated in the Career Service job fair hosted by the Calif. Dept. of Employment. Station participants included our HR Director, who met with attendees to explain the qualifications and requirements needed to work in radio.
9	Participate in event/program sponsored by a educational institution related to broadcasting	On October 14, 2009, our HR director met with Kern High School students as part of their "Principal Partners' Day" to explain the qualifications and educational requirements needed to work in radio. Our HR director also spoke with the school principal and other community leaders who attended.