

**KUZZ(AM), KUZZ-FM, KCWR(FM) & KRJK(FM)**  
**EEO PUBLIC FILE REPORT**  
August 1, 2016 – July 31, 2017

**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>
Promotions Assistant	1-11, 14-15, 17, 19, 21, 24-25	17
Sales Assistant	1-11, 14-17, 19, 21, 24-25	16
Radio News Anchor/Reporter	1-15, 17-19, 21, 24-26	18

**KUZZ(AM), KUZZ-FM, KCWR(FM) & KRJK(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 – July 31, 2017**

**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>Regional Occupational Center</b> Michelle Summers 501 S. Mount Vernon Ave., Bakersfield, Ca. 93307 (661)831-3327	Y	0
2	<b>Bakersfield Adult School</b> Sandra Paz 501 S. Mt. Vernon Ave., Bakersfield, Ca. 93307 (661)835-1855	Y	0
3	<b>California State University of Bakersfield</b> Career Education Center William Perry 9001 Stockdale Hwy, Bakersfield, Ca.93311 (661)664-2011	Y	2
4	<b>San Joaquin Valley College</b> Shelley McKinzie 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	<b>Martin Luther King Community Center</b> Cheryl Claybourn 1000 S. Owens Street, Bakersfield, Ca. 93307 (661)322-9874	Y	0
6	<b>Bakersfield Association for Retarded Citizens</b> Richard Vasquez 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
7	<b>America's Job Center of California</b> David Alanis 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2602	Y	0
8	<b>Kern County Mental Health</b> Kristie Curtright 804 Coyote Springs Dr., Bakersfield, Ca. 93312 (661)587-0926	Y	0
9	<b>Kern High School District</b> Claudia Vasquez 2727 F Street, Bakersfield, Ca. 93301 (661)827-3301 (includes 610 Ansol Lane, Bakersfield, Ca. 93306 and 8600 Shannon Drive, Bakersfield, Ca. 93307)	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>
10	<b>Cerros Coso Community College</b> Ashley Mattos 5520 Lake Isabella Blvd., Lake Isabella, Ca. 93240 (760)379-5501, "fax" (760) 379-5547	Y	0
11	<b>Employer's Training Resource</b> Ricky Esparza 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2692	Y (as of 8/16)	0
12	<b>Department of Rehabilitation</b> Denise Rodriguez 4925 Commerce Drive, Suite 150, Bakersfield, Ca. 93309 (661)395-2525	Y (as of 4/17)	0
13	<b>PathPoint</b> Jessica McGrath 4701 Stockdale Hwy, Bakersfield, Ca. 93309 (661)617-6170	Y (as of 4/17)	0
14	<b>Santa Barbara Business College</b> Jana Fox 5300 California Ave, Bakersfield, Ca. 93304 (661)835-1100	Y	0
15	<b>Bakersfield College</b> Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
16	<b>Monster.com</b> File 70104 Los Angeles, Ca. 90074-0104 (661)831-3327	N	3
17	<b>KUZZ Website</b> www.KUZZ.com 3223 Sillect Ave. Bakersfield, Ca. 93308 (661)326-1011	N	2
18	<b>Word-of-Mouth Referral</b>	N	2
19	<b>Internal Posting</b>	N	1
20	<b>Walk-In/Self-Referral</b>	N	0
21	<b>California Broadcasters Association</b> 5670 Wilshire Blvd., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	N	0
22	<b>Internal Transfer/Promotion</b>	N	0
23	<b>Craigslist/Bakersfield</b> <a href="http://bakersfield.craigslist.org">http://bakersfield.craigslist.org</a>	N	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>
24	<b>On Track</b> Alberta Harrison / Diana DeLeon / Imelda Juarez P.O. Box 1000, Bakersfield, Ca. 93302-1000 (661)868-5107	N	0
25	<b>AllAccess.com Website</b> www.allaccess.com	N	1
26	<b>Countryaircheck.com Website</b> www.countryaircheck.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			11

**KUZZ(AM), KUZZ-FM, KCWR(FM) & KRJK(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 – July 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in event/program sponsored by an educational institution relating to broadcast careers	On January 20, 2017, a KUZZ on-air personality spoke to this year's Leadership Bakersfield Class at the Greater Chamber of Commerce about careers in broadcasting.
<b>2</b>	Participate in event/program sponsored by an educational institution relating to broadcast careers	On March 7, 2017, a KUZZ on-air personality spoke to the United Way Conference at the Rabobank Convention about careers in broadcasting.
<b>3</b>	Participate in job fair	On March 23, 2017, our SEU participated in the Kern County Dept. of Human Services of Shafter Job Fest 2017. SEU participants included our HR Director, who met with attendees to explain the qualifications and requirements needed to work in radio.
<b>4</b>	Participate in job fair	On April 26, 2017, 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>5</b>	Participate in job fair	On May 11, 2017, our SEU participated in the Kern County Dept. of Human Services of Bakersfield Job Fest 2017. SEU participants included our HR Director, who met with attendees to explain the qualifications and requirements needed to work in radio.
<b>6</b>	Participate in job fair	On June 15, 2017, our SEU participated in the Kern County Dept. of Human Services of Delano Job Fest 2017. SEU participants included our HR Director, who met with attendees to explain the qualifications and requirements needed to work in radio.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>7</b>	Participate in scholarship program designed to assist students interested in a career in broadcasting	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing employees of member stations attending college classes beneficial to their broadcasting career, an opportunity to achieve an advanced degree with \$500. Our General Manager serves as a board member to the Association and, as such, reviewed applications for the 2017-2018 scholarship. Our SEU also posted scholarship applications at our facilities.
<b>8</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On July 19, 2016, our HR Director provided EEO training to station management, including a review of the responsibilities of the SEU's EEO Officer, EEO rules and advice on determining requirements for job vacancies.