

KUZZ(AM), KUZZ-FM, KCWR(FM) & KRJK(FM)
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019

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
Sales Assistant	1-14,16, 18, 20, 23-26	26
News Director	1-14, 16, 18, 20, 23-25	24
Receptionist	1-14, 16, 18, 20, 23-26	26
Account Executive	1-14, 16-18, 20, 23-26	17
News Anchor/Reporter	1-14, 16-18, 20, 23-26	17

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	Regional Occupational Center Michelle Summers 501 S. Mount Vernon Ave., Bakersfield, Ca. 93307 (661)831-3327	Y	0
2	Bakersfield Adult School (and associated job fairs) Sandra Paz 501 S. Mt. Vernon Ave., Bakersfield, Ca. 93307 (661)835-1855	Y	0
3	California State University of Bakersfield Career Education Center William Perry 9001 Stockdale Hwy, Bakersfield, Ca.93311 (661)664-2011	Y	7
4	San Joaquin Valley College Shelley McKinzie 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	Martin Luther King Community Center Cheryl Claybourn 1000 S. Owens Street, Bakersfield, Ca. 93307 (661)322-9874	Y	0
6	Bakersfield Association for Retarded Citizens Sergio Soto 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
7	America's Job Center of California (and associated job fairs) David Alanis 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2602	Y	0
8	Kern High School District (and associated job fairs) Claudia Vasquez 2727 F Street, Bakersfield, Ca. 93301 (661)827-3301	Y	0
9	Cerros Coso Community College Ashley Mattos 5520 Lake Isabella Blvd., Lake Isabella, Ca. 93240 (760)379-5501	Y	0
10	Employer's Training Resource (and associated job fairs) Grant Wong 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2692	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
11	Department of Rehabilitation Saul Lewis 4925 Commerce Drive, Suite 150, Bakersfield, Ca. 93309 (661)395-2525	Y	0
12	PathPoint Jessica McGrath 4701 Stockdale Hwy, Bakersfield, Ca. 93309 (661)617-6170	Y	0
13	Santa Barbara Business College Jana Fox 5300 California Ave, Bakersfield, Ca. 93304 (661)835-1100	Y	0
14	Bakersfield College Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
15	Monster.com File 70104 Los Angeles, Ca. 90074-0104 (661)831-3327	N	0
16	KUZZ Website www.KUZZ.com 3223 Sillect Ave. Bakersfield, Ca. 93308 (661)326-1011	N	5
17	Word-of-Mouth Referral	N	5
18	Internal Posting	N	0
19	Walk-In/Self-Referral	N	0
20	California Broadcasters Association 5670 Wilshire Blv., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	N	0
21	Internal Transfer/Promotion	N	0
22	Craigslist/Bakersfield http://bakersfield.craigslist.org	N	0
23	On Track Alberta Harrison / Diana DeLeon / Imelda Juarez P.O. Box 1000, Bakersfield, Ca. 93302-1000 (661)868-5107	N	0
24	AllAccess.com Website www.allaccess.com	N	5
25	Countryaircheck.com Website www.countryaircheck.com	N	0
26	Indeed.com Website www.indeed.com	N	12
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event/program sponsored by an educational institution relating to broadcast careers	On August 30, 2018, a KUZZ on-air personality spoke to the Kern County Hispanic Chamber of Commerce. The topic was Working with Media and on careers in broadcasting.
2	Participate in event/program sponsored by an educational institution relating to broadcast careers	On September 25, 2018, a KUZZ on-air personality spoke to a Communications class at California State University-Bakersfield on careers in broadcasting.
3	Participate in event/program sponsored by an educational institution relating to broadcast careers	On January 18, 2019, a KUZZ on-air personality spoke to this year's Leadership Bakersfield class at the Greater Chamber of Commerce on careers in broadcasting.
4	Participate in event/program sponsored by an educational institution relating to broadcast careers	On February 22, 2019, a KUZZ on-air personality spoke to a Communications class at California State University-Bakersfield on careers in broadcasting.
5	Participate in job fair	On March 7, 2019, our SEU participated in the Greenfield School College Career Fair. Station participants included our HR Assistant and an on-air personality, who met with interested attendees to discuss careers in broadcasting.
6	Participate in job fair	On March 13, 2019, our SEU participated in Kern County Dept. Human Services of Bakersfield Job Fest 2019. Station participants included our HR Director, who met with interested attendees to discuss careers in broadcasting.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Participate in job fair	On May 9, 2019, our SEU participated in the Kern County Dept. Human Services of Shafter Job Fest 2019. Station participants included our HR Director, who met with interested attendees to discuss careers in broadcasting..
8	Participate in job fair	On June 13, 2019, our stations participated in Kern County Dept. Human Services of Delano Job Fest 2019. Station participants included our HR Director, who met with interested attendees to discuss careers in broadcasting.
9	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 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 2018-2019 scholarship. Our stations also posted scholarship applications at our facilities.
10	Management-level training regarding equal employment opportunity and preventing discrimination	On July 30, 2019, our HR Director provided EEO training to station management, including a review of the responsibilities of the stations' EEO Officer, EEO rules and advice on determining requirements for job vacancies.