KBBY-FM, KHAY(FM), KVYB(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2010 – July 31, 2011

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Market Manager	5, 12	5
Promotions Director	1-5, 7-11	3
Account Executive	1-5, 7-11	5
Account Executive	1-5, 7-11	1
Account Executive	1-5, 7-11	5
Account Executive	1-5, 7-11	1
Account Executive	1-5, 7-11	11
Sales Assistant	1-10	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 Reporting Period
1	**On-Air Announcements** *(all SEU stations)* 1376 Walter St. Ventura, CA 93003	No	20
2	**Website Postings** *(all SEU stations, Cumulus.com & other markets)*	No	0
3	**Southern California Broadcasters Association** 5670 Wilshire Blvd., #1370 Los Angeles, CA Contact: LaFern Watkins, Dir. Of Community Affairs	No	7
4	**Allaccess.com**	No	4
5	**Word-of-Mouth Referral**	No	7
6	**Craigslist.com**	No	5
7	**CalJobs.CA.gov**	No	0
8	**AMFMJobs.com**	No	0
9	**Funjobsonair.com**	No	0
10	**Beonair.com**	No	0
11	**Internal Transfer/Promotion**	No	7
12	**Inside Radio**	No	2
		TOTAL INTERVIEWEES OVER REPORTING PERIOD	52

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Hosted Open House	On December 8, 2010, the SEU's Market Manager, Key Accounts Manager and Senior Account Executives conducted a tour of our Ventura facilities. Upon completion of the tour, attendees were shown a Cumulus Power Point presentation about the company, company benefits and information about the stations in the SEU. This was followed by an informal group discussion which provided the attendees with more information about the SEU and job requirements. Interested attendees were invited to return for a formal job interview.
2	Hosted Open House	On March 16, 2011, the SEU's Market Manager, Key Accounts Manager and Senior Account Executives conducted a tour of our Ventura facilities. Upon completion of the tour, attendees were shown a Cumulus Power Point presentation about the company, company benefits and information about the stations in the SEU. This was followed by an informal group discussion which provided the attendees with more information about the SEU and job requirements. Interested attendees were invited to return for a formal job interview.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting.	On March 16, 2011, our SEU participated in the Oxnard Union High School District's Annual Career Fair at the Oxnard Performing Arts Center, 800 Hobson Way, Oxnard. Members of our SEU staff spoke to the students about the various career opportunities that exist in radio. During the event our staff passed out job applications, key chains, and radio station bags. SEU participants included our Promotions Assistant, Sales Assistant, Market Manager, KBBY-FM Program Director and KVYB Program Director.
4	Hosted Open House	On June 8, 2011 the SEU's Market Manager, Key Accounts Manager and Senior AE's conducted a tour of our Ventura facilities. Upon completion of the tour, attendees were shown a Cumulus Power Point presentation about the company, company benefits and some information about the stations in the SEU. This was followed by an informal group discussion which provided the attendees with more information about the SEU and job requirements. Interested attendees were invited to return for a formal job interview.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On January 20, 2011, outside communications counsel conducted a telephonic training session about the FCC's EEO rules. The SEU's Market and Business Managers and IT dept participated and received written materials to assist with EEO compliance.