

KPWR(FM), KXOS(FM)¹
EEO PUBLIC FILE REPORT
08/01/08 – 07/31/09

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
Local Sales Manager	1, 3, 5, 10, 14, 17	17
Integrated Digital Sales Manager	1-5, 7, 10, 12, 14-16	4
Proposal Writer	2, 3, 5-7, 14	14
Sales Assistant	1, 3-5, 10, 12, 14	4
Promotions Manager	1, 3, 5, 7, 10-14	5

¹ On 06/04/2009, station KMVN(FM) changed its call sign to KXOS(FM).

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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 12-month period
1	So. California Broadcasters Association 1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025 Phone: (310) 444-1438 Attn: LaFern Watkins (This source places postings on the Internet and forwards them to over 200 additional recruitment sources, many of which are minority and women's organizations.)	N	10
2	Monster Job Board 500 E. 96th Street Suite 200 Indianapolis, IN 46240 Phone: (317) 616-5672 Attn: Eric Hepler Email: Eric.Hepler@monster.com Website: www.monster.com	N	7
3	Emmis Communications 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 266-0100 Attn: Staffing Department Website: www.emmis.com	N	10
4	Employee Referral	N	3
5	Internal Posting / Candidate	N	3
6	Craigslist PO Box 225159 San Francisco, CA 94122-5159 Email: billing@craigslist.org Website: www.craigslist.org	N	0
7	Careerbuilder 200 N. LaSalle Chicago, IL 60611 Phone: (773) 527-6945 Attn: Matthew Rathke Email: matthew.ratke@careerbuilder.com Website: www.careerbuilder.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Media Staffing Network 150 East Huron Chicago, IL 60611 Phone: (810) 385-4045 Email: Kate@mediastaffingnetwork.com Website: www.mediastaffingnetwork.com	N	0
9	Krop Creative & Tech Jobs 6303 Owensmouth, 10th Floor Woodland Hills, CA, 91367 Phone: (310) 209-8969 Email: info@krop.com	N	0
10	Google Base Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com Website: www.google.com/base	N	0
11	Jobster, Inc. 3131 Elliott Avenue Suite 600 Seattle, WA 98121 Phone: (206) 826-5627 Website: www.jobster.com	N	0
12	Simply Hired Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com Website: www.simplyhired.com	N	0
13	myCRM, LLC 1989 Simpson Rd. SE Smyrna, Georgia 30080 Phone: (800) 405-9592 Phone: (404) 254-6362 Website: www.mycrmcareer.com	N	0
14	Indeed Phone: (925) 275-3593 Attn: Nikki Ortega Phone: 925-275-3593 Email: nikki.ortega@equest.com Website: www.Indeed.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	Linked In 2029 Stierlin Court Mountain View, CA 94043 Website: www.Linkedin.com	N	4
16	Hot Jobs.com Website: www.hotjobs.com	N	1
17	Non-employee Referral	N	9
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			51

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>KPWR had a total of 33 interns during the reporting period, as follows:</p> <ul style="list-style-type: none"> - Summer 2009: 2 interns in sales, 2 interns in production, 2 intern in programming. - Spring 2009: 6 interns in sales, 1 intern in production, 1 intern in programming. - Fall 2008: 6 interns in sales, 2 interns in production, and 3 interns in programming. - Summer 2008: 5 interns in sales, 1 intern in Production, 1 in programming/music, 1 KIP intern. <p>KMVN / KXOS had a total of 15 interns during the reporting period, as follows:</p> <ul style="list-style-type: none"> - Fall 2008/Spring: 5 interns in sales/promotions (dept. shared interns during Fall '08 & Spring '09) -Summer 2008: 6 interns in sales, 1 in traffic, 2 in production, 1 in programming.
2	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	<p>KPWR Promotions Director was a guest speaker at a media marketing/advertising class within California State University Northridge, American Marketing Association in October 2008. She spoke about KPWR, how KPWR promotes and markets for its clients and advertisers, and the station's internship program.</p>
3	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	<p>KPWR Music Director was a guest speaker at a business marketing/media strategy class within University of Southern California on November 4, 2008. He spoke about his job at the station as an Assistant Program Director/Music Director, his role within the Morning Show, and what someone who is interested in pursuing radio as a career should do. He also spoke about radio internships.</p>
4	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	<p>KPWR Promotions Director was a guest speaker at a media marketing/advertising class within California State University Northridge, American Marketing Association in February 2009. She spoke about KPWR, how KPWR promotes and markets for its clients and advertisers, and the station's internship program.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	KPWR Music Director was a guest speaker at a business marketing/media strategy class within University of Southern California on March 31, 2009. He spoke about his job at the station as an Assistant Program Director/Music Director, his role within the Morning Show, and what someone who is interested in pursuing radio as a career should do. He also spoke about radio internships.
6	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	KPWR HR Manager and Office Manager participated in an industry mixer hosted by the Entertainment and Tourism Club within the Communications Department at Cal State Fullerton on April 21, 2009. They spoke with students about job opportunities with the station and received resumes.
7	Participate in a scholarship program designed to assist students interested in pursuing broadcast careers	KPWR General Manager participated in the Southern California Broadcasters Associations's 2009 scholarship program. General Manager reviewed final candidates' applications and resumes and provided feedback.
8	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	KPWR National Sales Manager was a guest speaker in a Career Day at 122 nd Street Elementary School on May 29, 2009. She spoke about her job at KPWR and what it's like to work at a radio station.
9	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	KPWR Promotional Street Team Members participated in Mt. San Antonio College's Radio Fest 2008 for their Broadcasting Department and its students on October 28, 2008. They played station music, handed out station bumper stickers and represented the station by answering any questions that students had including internship opportunities and any job openings. They also accepted resumes.
10	Participate in a job fair.	KPWR HR Manager and Office Manager participated in a Sports & Entertainment job fair sponsored by AEG Live on May 18, 2008 located at Staples Center in Los Angeles.
11	Participate in a Career Day	KPWR Promotions Director was a guest speaker at a Career Day at Valencia High School, V-TV/Video Production Class in October 2008. She spoke to high school students about what it's like to work at a radio station, what she does as the Promotions Director, and what anyone should do if they are interested in pursuing a radio career.
12	Participate in other activities to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware.	KPWR donated a Career Day certificate to Campbell Hall's school fundraiser/silent auction. The winner then spent a day at KPWR on July 16, 2009 job shadowing by meeting various managers/personnel and learning about their roles at the station, the various jobs that are available within a broadcasting entity, and the basics of radio station operations.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
13	List each upper-level category opening in media trade job bank with membership including substantial participation of women and minorities.	The stations post jobs to the Southern California Broadcasters Association Job Bank which, in turn, sends these notices to over 200 businesses; professional, community, and educational organizations throughout Southern California, many of which are minority and women's organizations.
14	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	KMVN Sales Account Manager attended a 10 week sales training course provided by the Southern California Broadcasters Association during the fall of 2008. The course, which provided training that would enable individuals to advance to higher-level positions in broadcast sales, took place in KMVN's conference rooms, which were donated for the class.