

KPWR (FM)
EEO PUBLIC FILE REPORT
08/01/15 – 07/31/16

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
KPWR Account Executive	1-10, 20-21	5
KPWR Digital Sales Specialist	1-10, 20-22	22
KPWR Sales & Client Services Coordinator	1-10, 20-21	10
KPWR Receptionist	1-10, 20-21	5
KPWR Receptionist	1-10, 20-21	2
KPWR National Sales Manager	1-10, 20-21	10
KPWR On-Air Personality	1-10, 19-20, 23	23
KPWR Account Executive	1-10, 20-21	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 12-month period
1	Southern California Broadcasters Association 5670 Wilshire Blvd., Suite 200 Los Angeles, CA 90036 Phone: (323) 930-5595 Thom Callahan www.scba.com	N	10
2	Emmis Communications Website (Linked from station's website – www.Power106.com) 40 Monument Circle Indianapolis, IN 46204 Attn: Staffing Department Phone: (317) 266-0100 www.emmis.com	N	13
3	CareerBuilder * 200 N. LaSalle Chicago, IL 60611 Attn: Matthew Rathke Phone: (773) 527-6945 matthew.ratke@careerbuilder.com www.careerbuilder.com NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*)	N	0
4	Monster Worldwide, Inc. * 133 Boston Post Road Weston, MA 02493 Phone: 978-461-8000 www.monster.com NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*).	N	0
5	Word-of-Mouth Referral	N	12
6	Internal Posting/Candidate	N	6

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	<p>Indeed * 177 Broad Street, 6th Floor Stamford, CT 06901 www.indeed.com NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*).</p>	N	1
8	<p>Simply Hired, Inc. * 370 San Aleso Ave., Suite 200 Sunnyvale, CA 94085 Ph (408) 747-0012 www.simplyhired.com NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*).</p>	N	0
9	<p>Google+ * 1600 Amphitheatre Parkway Mountain View, CA 94043 Phone (650) 253-0000 www.google.com NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*).</p>	N	0
10	<p>Linked In 2029 Stierlin Court Mountain View, CA 94043 www.Linkedin.com NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*).</p>	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	KROP.com 22287 Mulholland Hwy., Suite 159 Calabasas, CA 91302 Phone: (323) 405-7431 www.Krop.com	N	0
12	USC Annenberg School for Communication 3502 Watt Way Los Angeles, CA 90089 Phone: (213) 821-0770	N	0
13	California State University at Northridge Mike Curb College of Arts, Media & Communication 18111 Nordhoff Street Northridge, CA 91330 Ph: (818) 677-2024	N	0
14	Los Angeles Valley College Media Arts Department 5800 Fulton Avenue Valley Glen, CA 91401 Ph: (818) 947-2600	N	0
15	Rio Hondo College 3600 Workman Mill Road Whittier, CA 90601 Ph: (562) 692-0921	N	0
16	Los Angeles Trade Tech College Career/Employment Center 400 West Washington Blvd. Los Angeles, CA 90015 Natasha Marisett Ph (213) 763-7124 http://college.lattc.edu/sec/	N	0
17	California State University Fullerton 800 N. State College Blvd. Fullerton, CA 92831 Phone (657) 278-2011	N	0
18	Coroflot.com (Coree 77, Inc.) 561 Broadway, 6 th Floor NY, NY 10012	N	0
19	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265 Phone (310) 457-6616 www.allaccess.com	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	Direct Employers 9002 Purdue Rd #100 Indianapolis, IN 46268 Phone (317) 874-9000 www.directemployers.org NOTE: The stations post all vacancies to their parent company job site, which is associated with iCIMS. iCIMS is associated with lots of different online organizations across the country where the station can post their job openings for more visibility. A representative sample of those groups/organizations is included in this list, each designated by an asterisk (*).	N	0
21	Job Fair/Station Event Outreach	N	0
22	Media Staffing Network Attn: Patty Kincaid patty@mediastaffingnetwork.com Phone (602) 971-9382	N	3
23	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			60

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship programs.	<p>KPWR had a total of 72 interns during the reporting period, as follows:</p> <ul style="list-style-type: none"> - Summer 2015: 3 sales interns, 1 promotions intern, 3 programming interns, 7 on-air interns, & 2 digital/social media intern. - Fall 2015: 3 sales/promotions interns, 3 programming interns, 9 on-air interns, & 1 digital/social media intern. - Spring 2016: 5 sales interns, 1 promotions intern, 3 programming interns, 13 on-air interns, & 1 digital/social media intern. - Summer 2016: 2 sales interns, 1 promotions intern, 2 programming interns, 11 on-air interns, & 1 digital/social media intern.
2	Participated in an event or program sponsored by community group or organization interested in career opportunities in broadcasting.	<p>On August 6, 2015, our Events Coordinator and a Street Team Member/Mixer were onsite at the Variety Boys & Girls Club in Boyle Heights, CA to speak with a youth group ages range from 10-17 to educate them about what it's like to work at a radio station, what type of education is needed to work in radio, and what kind of jobs are available at a radio station.</p>
3	Participated in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting.	<p>On September 16, 2015, our Assistant Program Director/Music Director and an On-Air Personality served as panelists at USC's Radio Career Panel to educate broadcast students what it's like to work in radio, how to get started, how they got started, what positions there are within each department, and the station's internship program.</p>
4	Participated in job fair.	<p>On September 17, 2015, our station participated in the Valley Fall Hiring Spree Job Fair at El Cariso Park in Sylmar, CA. Station participants included our Office Manager and several Street Team Members, who greeted & met with job fair attendees, spoke with them about current job opportunities at the station, as well as the station's internship program.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participated in job fair.	On October 8, 2015, our station participated in the Persons with Disabilities & Veterans Abilities Job Fair at the War Memorial Building in Pasadena, CA. Station participants included our Office Manager, who greeted job fair attendees on site, spoke with them about current job opportunities at the station, what job requirements are needed, and spoke with them about the station's internship program.
6	Participated in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers.	On October 21, 2015, a group of students with the Society of Professional Journalists, an on campus club at CA State University at Northridge visited and toured the studios and business offices of KPWR. They learned first-hand the day to day operations of the radio station, the staff hierarchy, behind the scenes operations within the studio, equipment used, as well as what jobs opportunities are available for students. They had the opportunity to speak with several employees from within each station department.
7	Participated in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers.	On October 26, 2015, a group of Broadcasting 101 students from Cerritos College visited and toured the studios and business offices of KPWR for a school term project. They learned first-hand the day to day operations of the radio station, the staff hierarchy, behind the scenes operations within the studio, equipment used, as well as what jobs opportunities are available for students. They had the opportunity to speak with several employees from within each station department.
8	Participated in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers.	On October 28, 2015, our Social Media Manager served as a guest panelist at an Entertainment Industry Panel Discussion at California State University at Fullerton. She spoke to PR/Communications & Marketing major students about a digital career in radio. She shared what it's like to work at the station, how she got her start in the business, and the skills/educational background needed in order to work in radio.
9	Participated in job fair.	On November 18, 2015, our station participated in a Career Awareness Fair at Downtown Magnets High School in Los Angeles, CA. Station participants included our Office Manager and several Street Team Members, who greeted & met with job fair attendees, spoke with them about current job opportunities at the station, as well as the station's internship program, and what skills/educational background is needed to work in radio.
10	Participated in an event or program sponsored by or on behalf of a community group or organization interested in career opportunities in broadcasting.	On January 31, 2016, a KPWR On-Air Personality spoke to youth ages 13-17 at the Phoenix House Youth Center. She spoke about what it's like to work in radio, how she got into radio, what kind of skills/background is needed to work in radio, and motivated them to stay in school and work hard at making your dreams and goals come true.

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11	Participated in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting.	On February 10, 2016, our KPWR Office Manager and a Street Team Member participated in a Career Fair at Frost Middle School in Granada Hills, CA. Both greeted & met with 8 th grade students, spoke with them about the type of jobs there are at a radio station, what kind of skills/educational background you need to work in radio, and answered any questions they had.
12	Participate in Event/Program Sponsored by or On Behalf of an Educational Institution Relating to Broadcast Careers.	On March 2, 2016, two KPWR Power 106 On-Air Personalities served as panelists at USC's Radio Management Panel to educate broadcast students what it's like to work in radio, how to get started, how they got started, what positions there are within each department, and the station's internship program.
13	Participate in Event/Program Sponsored by or On Behalf of an Educational Institution Relating to Broadcast Careers.	On March 9, 2016, a group of Broadcasting 101 students from Cerritos College visited and toured the studios and business offices of KPWR for a school term project. They learned first-hand the day to day operations of the radio station, the staff hierarchy, behind the scenes operations within the studio, equipment used, as well as what jobs opportunities are available for students. They had the opportunity to speak with several employees from within each station department.
14	Participated in an event or program sponsored by community group or organization interested in career opportunities in broadcasting.	On March 14, 2016, KPWR hosted a youth group ages 9-12 from the Variety Boys & Girls Club of Los Angeles, CA at the radio station for a special meet & greet with a DJ. The kids met the DJ, took pictures, and asked questions. He motivated the kids about staying in school and keeping focused so that they can achieve whatever they want in life.
15	Participated in an event or program sponsored by community group or organization interested in career opportunities in broadcasting.	On March 23, 2016, a KPWR On-Air Personality spoke to youth ages 16-24 at the Alliance for Community Empowerment (ACE) in Canoga Park, CA. She spoke about what it's like to work in radio, how she got into radio, what kind of skills/background is needed to work in radio, and motivated them to stay in school and work hard at making your dreams and goals come true.
16	Participated in job fair	On April 13, 2016, our station participated in the LA Valley College Job & Internship Fair in Valley Glen, CA. Station participants included our Office Manager and several Street Team Members, who greeted job fair attendees on site, spoke with them about current job opportunities at the station, what job requirements are needed, and spoke with them about the station's internship program.
17	Participated in job fair	On April 20, 2016, our station participated in a Spring Job & Internship Fair at Rio Hondo College in Whittier, CA. Station participants included our Office Manager, who greeted job fair attendees on site, spoke with them about current job opportunities at the station, what job requirements are needed, and spoke with them about the station's internship program.

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18	Participated in Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Broadcast Careers.	On April 20, 2016, KPWR Street Team Members participated in California State University at Fullerton's annual Comm Week for the Communications Department. They greeted students, played games with them for prizes, played music, and answered questions about the station and what it's like to work there. They also educated students about the station's internship program.
19	Participated in an event or program sponsored by community group or organization interested in career opportunities in broadcasting.	On April 21, 2016, a KPWR On-Air Personality spoke to teens at the Inglewood Teen Center Career Day in Inglewood, CA. She spoke about what it's like to work in radio, how she got into radio, what kind of skills/background is needed to work in radio, and motivated them to stay in school and work hard at making your dreams and goals come true.
20	Participated in job fair	On May 19, 2016, our station participated in the Santa Monica College Internship & Career Fair. Station participants included our Office Manager and a Street Team Member, who greeted attendees on site and spoke with them about job opportunities at the station, what job requirements are needed, how to apply, and spoke with them about the station's internship program.
21	Participated in an event or program sponsored by community group or organization interested in career opportunities in broadcasting.	On July 19, 2016, our Office Manager served as a panelist at City Internships for their Career Accelerator Series: Executive Panel. 60+ students asked questions to the panelists related to their career, how they got started, best advice and practices for someone trying to get their foot in the door, educational experience for the workplace, grad school or not, etc. Afterwards students had the opportunity to follow up with panelists one on one.
22	Participation in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Throughout the reporting period, our Office Manager provided assistance on multiple occasions to station interns, students, and station visitors regarding where to look for Los Angeles radio job opportunities. Because KPWR has a young listening audience, it is especially popular with teens and young adults as a place to intern or work. Many inquire via phone/email and are provided with information about jobs in broadcasting and how to locate current job posting.