

**KGB-FM, KHTS-FM, KIOZ-FM, KMYI-FM, KUSS-FM
KLSD-AM, KOGO-AM**

**EEO PUBLIC FILE REPORT
August 1, 2009 through July 31, 2010¹**

I. VACANCY LIST

See **Master Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
System Administrator: GA0209-03 (posted as GA0109-03)	1,2,4,5-6,11,15-20,24-28,30-31,33-37,43-47,50, 52-53,58-60	37
On-Air Personality-KIOZ: PD0609-04	1,2,5,6,11,15-20,24-28,30-31,33-36,43,45-47, 49-50,52-53,58-61	1
AE – General Posting: AE0309-03 KIOZ*	1,4-6,11,15-20,23-28,31,33-36,43,45-48,50, 52-53,58-60	6
AE – General Posting: AE0309-03 KOGO*	1,4-6,11,15-20,23-28,31,33-36,43,45-48,50, 52-53,58-60	6
Online Assistant: GA0509-04	1,2,5-6,11,15-20,22-29,31,33-36,43,45-48,50, 52-53,55,58-61	6
Key Account Coordinator: GA0210-01	1,2,5-7,9,11,15-20,22-27,27a,28-29,31,33-36,43, 45-48,50-53,55,58-62,62a	7
AE – General Posting: AE0110-01 KHTS*	1,2,5-7,9,11,15-20,22-27,27a,28-29,31,33-36,43, 45-53,55,58-60,60b,61-62,62a	5
AE – General Posting: AE0110-01 KHTS*	1,2,5-7,9,11,15-20,22-27,27a,28-29,31,33-36,43, 45-53,55,58-60,60b,61-62,62a	5
Key Account Coordinator: GA0210-01	1,2,5-7,9,11,15-20,22-27,27a,28-29,31,33-36,43, 45-48,50-53,55,58-60,60b,61-62,62a	7
Promotions Assistant: PR0310-02	1,2,5-7,9,11,15-20,22-29,31,33-36,43,45-48, 50-53,55,58,60-62	2
Promotions Assistant: PR0510-02	1,2,5-7,9,11,15-20,24-28,31,33-36,43,45-47, 50-53,55,58,60-62	2
Key Account Coordinator: GA0210-02	1,2,5-7,9,11,15-20,22-27,27a,28-29,31,33-36,43, 45-48,50-53,55,58-60,60b,61-62,62a	7
Social Media Coordinator: GA0409-04	1,2,5-7,9,11,15-20,22-27,27a,28-29,31, 33-36,43,45-48, 50,52-53,55,58-60,60a,61, 62a	1
National Sales Coordinator/Continuity: GA0310-02	1,2,5-7,9-11,15-20,22-29,31,33-36,43,45-48, 50-53,55,58-64	1

¹ This report reflects data collected from August 1, 2009 through July 30, 2010

* Represents positions filled through AE General Posting

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
AE – General Posting: AE0110-01 KIOZ*	1,2,5-7,9-10,10a,11,15-20,22-27,27a,28-29,31,33-36,43,45-53,55,58-60,60b,61-62,62a,63-65	1
Morning Show-KGB: PD0110-01 (2 ppl)	1,2,5-9,11,15-20,22-27,27a,28-29,31,33-36,43,45-53,55,58-62,62a	5
AE – General Posting: SA-100701 KUSS*	1,2,5-11,15-20,22-29,31,33-36,43,45-55,57-66,60c	1

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II. MASTER RECRUITMENT SOURCE LIST

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
1	Clear Channel San Diego Internal Posting	No	17
2	Clear Channel San Diego Intern Program	No	3
3	On-Air Announcements (<i>on one or more SEU stations</i>)	No	N/A
4	San Diego Jobs Website <i>sandiego.clearchannel.com</i> 9660 Granite Ridge Drive San Diego, CA 92123 (858) 522-5551 (858) 522-5700 (fax) Contact: Chris Valentine chrisvalentine@clearchannel.com	No (<i>website deleted as of 10/16/09</i>)	2
5	Current Employee	No	10
6	Clear Careers Website <i>clearcareers.com</i> 200 East Basse Road San Antonio, TX 78209	No	19
7	Business/Industry Referral	No	14
8	Walk-in/Self Referral	No	0
9	Unknown	No	4
10	Diversity Solutions <i>diversitysolutions.us</i> P.O. Box 740948 San Diego, CA 92174 (619) 277-9099 Contact: Oran Brown oran@diversitysolutions.us	Yes (<i>added 5/20/10</i>)	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
10a	Diversity Solutions' South County Bilingual Diversity Career Fair – May 20, 2010 Location: Otay Recreation Center 3554 Main Street Chula Vista, CA 91911 (619) 277-9099 Contact: Oran Brown oran@diversitysolutions.us	Yes <i>(Job Fair 5/20/10)</i>	0
11	Southern California Broadcasters Association² scba.com 1849 Sawtelle Blvd., #543 Los Angeles, CA 90025 (310) 444-1431 (310) 444-1463 (fax) Contact: LaFern Cusack LaFern@scba.com	No	0
12	San Diego Union Tribune – Classified Ads 350 Camino de la Reina San Diego, CA 92108 (619) 293-1966 Contact: Sandee Beare sandie.beare@uniontrib	No	N/A
13	North County Times – Classified Ads 207 E. Pennsylvania Avenue Escondido, CA 92025 (760) 740-5443 Contact: Lynda Khoury Lkhoury@nctimes.com	No	N/A
14	The Press Enterprise – Classified Ads 3512 Fourteenth Street Riverside, CA 92501 (951) 684-1200 Contact: Ginny Pendleton	No	N/A
15	Mt. San Jacinto Community College 1499 North State Street San Jacinto, CA 92583 (951) 487-6752 x1442 (951) 654-5971 (fax) Contact: Escarlet Wirth & Bing Bruce ewirth@msjc.edu radio@msjc.edu	Yes <i>(contacts updated as of 10/28/09)</i>	0

² SCBA's Job Alert Bulletin distributes our job vacancy notices to more than 200 additional minority, education and other community groups.

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
16	Palomar College (KKSM AM 1320) 1140 West Mission Road San Marcos, CA 92069 (760) 744-1150 x2442 Contact: Zeb Navarro znavarro@palomar.edu	Yes	0
17	Cuyamaca College – Job Placement Office 900 Rancho San Diego Parkway El Cajon, CA 92019 (619) 660-4437 (619) 660-4294 (fax) Contact: Maggie Gonzales-Robinson maggie.gonzales@gcccd.edu	Yes <i>(contact changed as of 7/21/10)</i>	0
18	San Diego City College – Career Center jobconnect.sdccd.edu 1313 12 th Avenue San Diego, CA 92101 (619) 388-3722 (619) 388-3403 (fax) Contact: Transfer Center citytran@sdccd.edu	Yes	0
19	Regional Occupational Program (ROP) 6401 Linda Vista Road San Diego, CA 92111 (858) 292-3824 (858) 268-9726 (fax) Contact: Beeky Schooler bschooler@sdcoe.net Valerie Hesson vhesson@sdcoe.net	Yes <i>(contact changed as of 10/1/09)</i>	0
20	North Coast Church northcoastchurch.org 1132 N Melrose Drive Vista, CA 92083 (760) 724-6700 x145 Contact: Jeanne Bessant Jeanne@northcoastchurch.com	Yes	0
21	California Broadcasters Association yourcba.com 915 L Street, #1150 Sacramento, CA 95814 (916) 444-2237 Contact: Joe Berry	No	N/A

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
22	University of San Diego <i>sandiego.edu</i> 5998 Alacala Park, HC 100 San Diego, CA 92110 (619) 260-4654 Contact: Connie Wilson/Cindy Covarrubias	No	0
23	University of Southern California – Annenberg School of Communication <i>usc.edu</i> 3502 Watt Way, ASC 154 Los Angeles, CA 90089 (213) 821-1514 (213) 740-8036 (fax) Contact: Megan Hutaff meganh@usc.edu	No	0
24	San Diego Community College District – WorkAbility III Program <i>worka.sdccd.edu</i> 3375 Camino del Rio South, #275 San Diego, CA 92108-3883 (619) 388-6810 (619) 388-6534 (fax) Contact: Rusty Krumm rkrumm@sdccd.edu	Yes	0
25	San Diego Mesa College Career Center <i>jobconnect.sdccd.edu</i> Career Center I3-202 7250 Mesa College Drive San Diego, CA 92111 (858) 627-2777 (858) 388-5834 (fax) Contact: Sheri Endicott sendicot@sdccd.edu mdromero@sdccd.edu	Yes	0
26	San Diego County Hispanic Chamber of Commerce <i>sdchcc.com</i> P.O. Box 131548 San Diego, CA 92170 (619) 702-0790 (619) 521-6722 (fax) Contact: Randy Rodriguez randy.rodriguez@sdchcc.com	Yes <i>(contact info updated as of 6/25/10)</i>	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
27	Point Loma Nazarene College <i>pointloma.edu</i> 3900 Lomaland Drive San Diego, CA 92106-2899 (619) 849-2384 (619) 849-7023 (fax) Contact: Charlie Howard charliehoward@pointloma.edu	Yes	0
27a	Point Loma Nazarene College Internship & Job Fair – 3/24/10 Location: Point Loma Nazarene University 3900 Lomaland Drive San Diego, CA 92106-2899 (619) 849-2384 (619) 849-7023 (fax) Contact: Charlie Howard charliehoward@pointloma.edu	Yes <i>(Job Fair 3/24/10)</i>	0
28	Toward Maximum Independence (TMI) <i>tmi-inc.org</i> 4740 Murphy Canyon Road San Diego, CA (858) 467-0600, Ext 318 Contact: Roger rogero@tmi-inc.org	Yes	0
29	University of California, San Diego <i>career.ucsd.edu</i> Career Services Center 9500 Gilman Drive La Jolla, CA 92093 (858) 534-2750 Contact: Pat JaCoby and P. Seyfert	No	0
30	San Diego Radio Contact: Chris Carmichael, Recruiter chris@SDRadio.com	No <i>(website no longer valid)</i>	N/A
31	Devry University <i>devry.edu</i> 2655 Camino del Rio North, Suite 201 San Diego, CA 92108 (866) 413-3879 (619) 683-2448 (fax) Contact: R. Adams & Guadalupe Zambrano radams@devry.edu gzambrano@devry.edu	Yes <i>(contact info updated as of 5/20/10)</i>	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
32	Inside Radio – Publication and Website (800) 640-8852 (877) 270-3998 (fax) Contact: Gene McKay, General Manager	No	N/A
33	Academy of Radio & TV Broadcasting <i>arbradio.com</i> 4914 E. McDowell Road, Suite 107 Phoenix, AZ 85008 (602) 267-8001 (602) 273-6411 (fax) Contact: Mary Jo Coniff <u>mjconniff@aol.com</u>	Yes	0
34	The Portfolio Center – Columbia College Chicago <i>colum.edu</i> 600 S. Michigan Avenue Chicago, IL 60605 (312) 369-7280 (312) 344-8020 (fax) Contact: Matthew Green <u>mgreen@colum.edu</u>	Yes	0
35	Goods Entertainment/ VoiceHunter.com <i>goodsentertainment.com/About.htm</i> (800) 867-9532 (801) 460-3100 (fax) Contact: Adam Goodman <u>AGoodman@GoodsEntertainment.com</u>	Yes	0
36	AMFM Jobs/Broadcast Employment Services <i>amfmjobs.com</i> P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177 (760) 754-2115 (fax) Contact: Mark Holloway <u>admin@amfmjobs.com</u>	Yes	0
37	Craig's List <i>craigslist.org</i> P.O. Box 225159 San Francisco, CA 94122-5159	No	3
38	Monster Job Board <i>monster.com</i>	No	N/A

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
39	Radio and Records (R&R Today) (323) 954-3400 Contact: Karen Mumaw, Opportunity Advertising kmumaw@radioandrecords.com	No	N/A
40	Design Institute of San Diego disd.edu 8555 Commerce Avenue San Diego, CA 92121 (858) 566-1200 Contact: Paula Parrish	No	N/A
41	SportsRadio.com sportsradio.com 4461 137 th Avenue SE Bellevue, WA 98006 (425) 709-3232 Contact: Rick Scott	No	N/A
42	Sportscasters Talent Agency of America 26101 Del Rey, Suite A Mission Viejo, CA 92691 (949) 215-6713 info@staatalent.com	No	N/A
43	The Union of Pan Asian Communities Employment Solution (UPAC) upacsd.com 5348 University Avenue, Suite 101 San Diego, CA 92105 (619) 229-6725 x105 Contact: Tri Nguyen tnguyen@upacsd.com	Yes	0
44	Alliance for African Assistance Alliance-for-africa.org 5952 El Cajon Blvd. San Diego, CA 92115 (619) 286-9052 x55 Contact: Rufael Mulugeta rufael@alliance-for-africa.org km@alliance-for-africa.org	Yes <i>(BUT contact no longer valid as of 12/10/09)</i>	N/A
45	Home Start home-start.org 5296 University Avenue, Suite F-2 San Diego, CA 92105 (619) 229-3660 x228 Contact: Anthony Rodrigues arodrigues@home-start.com	Yes	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
46	San Diego Community College District – North City Career Planning & Assessment Center 8401 Aero Drive San Diego, CA 92123 (619) 388-1800 (619) 627-2563 (fax) Contact: Counselor-Job Opening Flyer	Yes <i>(contact updated 6/15/10)</i>	0
47	Ohio/Illinois Center for Broadcasting <i>beonair.com / funjobsonair.com</i> 9885 Rockside Road, Suite 160 Valley View, OH 44125 (216) 503-5900 Contact: Gary James gary@beonair.com	Yes	0
48	San Diego State University <i>career.sdsu.edu</i> Career Services – MC8255 5500 Campanile Drive San Diego, CA 92182 (619) 594-4391 (619) 594-2650 (fax)	No	0
49	All Access Music Group <i>allaccess.com</i> 28955 Pacific Coast Highway, #210-5 Malibu, CA 90265 (310) 457-6616 (310) 457-8058 (fax) Contact: Joel Denver	No	3
50	Alliant International University <i>alliantconnect.org/networking</i> 10455 Pomerado Road, M8 San Diego, CA 92131 (858) 635-4565 (858) 635-4853 (fax) Contact: Alison Bowes abowes@alliant.edu	Yes	0
51	California State San Marcos <i>csusm.edu</i> Craven Hall 1400 San Marcos, CA 92096 (760) 750-4900 (760) 750-3142 (fax) Contact: Career Center	No	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
52	Goodwill Industries of San Diego County <i>sdgoodwill.org</i> 3663 Rosecrans Street San Diego, CA 92110 (619) 225-2200 (619) 225-4784 (fax) Contact: Barbara Abeyta babeyta@sdgoodwill.org	Yes	0
53	Grossmont College <i>grossmont.edu</i> 8800 Grossmont College Drive El Cajon, CA 92020 (619) 644-7615 (619) 644-7917 Contact: Nancy Davis nancy.davis@gcccd.edu	Yes	0
54	Latter Day Saints Employment Service 4722 Mercury Street San Diego, CA 92111 (858) 279-2338 (858) 279-2527 (fax) Contact: Kirk Draper & Norm Knight wel-ec-sandiego@ldsmail.net	Yes <i>(added 6/11/10)</i>	0
55	Miramar College <i>jobconnect.sdccd.edu</i> 10440 Black Mountain Road San Diego, CA 92126 (858) 388-7335 (858) 388-7909 (fax) Contact: Joseph Hankinson	Yes <i>(added 6/17/10)</i>	0
56	National City Chamber of Commerce <i>nationalcitychamber.org</i> 901 National City Blvd. National City, CA 91950 (619) 477-9339 Contact: Jacqueline Reinoso Thechamber@nationalcitychamber.org	No	N/A

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
57	National Hispanic Media Coalition <i>nhmc.org</i> 55 South Grand Avenue Pasadena, CA 91105 (626) 792-6462 (626) 792-6051 (fax) Contact: Tatiana Arizaga tarizaga@nhmc.org	Yes <i>(added 6/17/10)</i>	0
58	Concorde College – San Diego <i>concorde.edu/sandiego</i> 4393 Imperial Avenue, Suite 100 San Diego, CA 92113 (619) 688-0800 Contact: Monique Nguyen mnguyen@concorde.edu	Yes	0
59	Cal Jobs Website <i>caljobs.ca.gov</i>	No	0
60	The Art Institute of California – San Diego <i>artinstitutes.edu/sandiego</i> 7650 Mission Valley Road San Diego, CA 92108 (858) 598-1478 (619) 725-0972 Contacts: Lauren Asp & Carly Catarcio & Adrienne Jumelet & Tina Tan lasp@aia.edu ccatarcio@aia.edu ajumelet@aia.edu ttan@aia.edu	Yes <i>(contacts updated as of 7/15/10)</i>	0
60a	The Art Institute of California – San Diego Job Fair – 1/14/10 Location: The Art Institute of California 7650 Mission Valley Road San Diego, CA 92108 (858) 598-1478 Contacts: Lauren Asp & Carly Catarcio lasp@aia.edu ccatarcio@aia.edu	Yes <i>(Job Fair 1/14/10)</i>	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
60b	The Art Institute of California – San Diego Job Fair – 4/8/10 Location: The Art Institute of California 7650 Mission Valley Road San Diego, CA 92108 (858) 598-1478 Contacts: Lauren Asp & Carly Catarcio lasp@aii.edu ccatarcio@aii.edu	Yes <i>(Job Fair 4/8/10)</i>	0
60c	The Art Institute of California – San Diego Job Fair – 7/15/10 Location: The Art Institute of California 7650 Mission Valley Road San Diego, CA 92108 (858) 598-1478 Contacts: Lauren Asp & Carly Catarcio & Adrienne Jumelet & Tina Tan lasp@aii.edu ccatarcio@aii.edu ajumelet@aii.edu ttan@aii.edu	Yes <i>(Job Fair 7/15/10)</i>	0
61	Platt College – San Diego platt.edu 6250 El Cajon Blvd., San Diego, CA 92115 (619) 265-0107 ext. 17 (619) 265-8655 (fax) Contact: Harry Chang hchang@platt.edu	Yes <i>(added 12/8/09)</i>	0
62	Business Life Ministry businesslifeministry.org 9011 Mira Mesa Blvd., PMB211 San Diego, CA 92125 (858) 733-1136 (858) 244-0858 Contact: Paige Cohen workministry@gmail.com	Yes <i>(added 2/24/10)</i>	0
62a	Business Life Ministry & workingforthem.org Job Fair – 3/10/10 Location: The Rock Church 2277 Rosecrans Street Point Loma Liberty Station San Diego, CA 92106 (858) 733-1136 Contact: Paige Cohen workministry@gmail.com	Yes <i>(Job Fair 3/10/10)</i>	2

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over reporting period
63	Center for Employment Training <i>cetweb.org</i> 4153 Market Street San Diego, CA 92102-3500 (619) 233-6829 Contact: David Roman droman@cet2000.org	Yes <i>(added 6/2/10)</i>	0
64	Catholic Charities Diocese of San Diego <i>ccdsd.org</i> 9535 Kearny Villa Road, Suite 102 San Diego, CA 92126 (858) 547-3630 x1254 (858) 547-9614 (fax) Contact: Justine Hollowell jhollowell@ccdsd.org	Yes <i>(added 6/3/10)</i>	0
65	ITT Technical Institute, San Bernardino Campus <i>itt-tech.edu</i> Career Services Department 670 Carnegie Drive San Bernardino, CA 92408-3519 (909) 806-4614 Contact: Dominique Bridges dbridges@itt-tech.edu	Yes <i>(added 6/11/10)</i>	0
66	San Diego Community College District – West City Career Planning & Assessment Center 3249 Fordham Street San Diego, CA 92110 (619) 388-1873 (619) 221-6951 (fax) Contact: Tiffany Wong twong@sdccd.edu	Yes <i>(added 6/15/10)</i>	0
Total Interviewees Over Reporting Period			77

**KGB-FM, KHTS-FM, KIOZ-FM, KMYI-FM, KUSS-FM
KLSD-AM, KOGO-AM**

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Job Fairs	<p>On 10/8/09, the SEU participated in The Art Institute of California-San Diego Job Fair held at the school in San Diego. The SEU had a table and spoke with students regarding internships for school credit and entry-level positions in radio. The SEU's participating staff included the Promotions Coordinator and the EEO/Office Manager.</p> <p>On 1/14/10, the SEU participated in The Art Institute of California-San Diego Job Fair held at the school in San Diego. The SEU had a table and spoke with students regarding available positions with the stations and careers in radio. The SEU's participating staff included the Director of Marketing/Web and the EEO/Office Manager.</p> <p>On 3/1/10, the SEU participated in the Business Life Ministry and workingforthemanager.org Job Fair held at The Rock Church in San Diego. The SEU had a table and spoke with the public regarding available positions with the stations and careers in radio. The SEU's participating staff included several Sales Managers and the EEO/Office Manager.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	(continued) Participated in Job Fairs	<p>On 3/24/10, the SEU participated in the Point Loma Nazarene University Internship & Job Fair held at the school in San Diego. The SEU had a table and spoke with students regarding internships for school credit and entry-level positions in radio. The SEU's participating staff included the Promotions Coordinator and the EEO/Office Manager.</p>
		<p>On 4/8/10, the SEU participated in The Art Institute of California-San Diego Job Fair held at the school in San Diego. The SEU had a table and spoke with students regarding internships for school credit and entry-level positions in radio. The SEU's participating staff included the Promotions Coordinator and the EEO/Office Manager.</p>
		<p>On 5/20/10, the SEU participated in the Diversity Solutions South County Diversity Career Fair held at the Otay Recreation Center in San Diego. The SEU had a table and spoke with the public regarding available positions with the stations and careers in radio. The SEU's participating staff included a Sales Manager and the EEO/Office Manager.</p>
		<p>On 7/15/10, the SEU participated in The Art Institute of California-San Diego Job Fair held at the school in San Diego. The SEU had a table and spoke with students regarding internships for school credit and entry-level positions in radio. The SEU's participating staff included the Promotions Coordinator and the EEO/Office Manager.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participated in Events/Programs Sponsored by Local Organizations Interested in Broadcast Employment Issues	<p>From 8/1/09 through 7/21/11, our SEU is participating in the McGrath Family Junior Achievement BizTown program in San Diego. The program provides students with hands-on skills/principles of the business world. The SEU, in partnership with SONY Electronics, has a radio shop in the JA BizTown mini-city that teaches “real work life” in a radio station. The SEU’s participating staff includes Sales Managers.</p> <p>On 3/23/10, our SEU participated as a guest speaker at the Core Hispanic Professional Alliance’s event at SONY in San Diego. The SEU spoke to 100 Hispanic professionals about the successes, challenges and obstacles Hispanic females face in the radio industry. The SEU’s participating staff included On-Air personnel.</p> <p>On 5/25/10, our SEU participated in an interactive event at the McGrath Family Junior Achievement BizTown program in San Diego. The SEU, in partnership with SONY Electronics, has a radio shop in the JA BizTown mini-city that teaches “real work life.” The SEU answered questions and interacted with all the students in the different “businesses” in the JA BizTown mini-city. The SEU’s participating staff included On-Air personnel.</p>
3	Internship Programs	The SEU regularly recruits interns from local colleges. The SEU had 24 interns during the Fall of 2009, 28 interns the Spring of 2010, and 26 interns during the Summer of 2010.
4	Participated in Scholarship Program	On 4/8/10, our SEU participated in the 2010 Southern California Broadcasters Association Scholarship Fund for Cal State Fullerton. Our SEU participated in the student review and evaluation of the Stan Spero Radio Broadcasting Award. The SEU’s participating staff included the Market Manager.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participated in Event/Program Sponsored by Schools and Colleges Relating to Broadcast Careers	<p>On 10/22/09, our SEU conducted an informative class/seminar at the University of California San Diego Extension in San Diego. The class covered an overview of radio audience research applications and methods in the San Diego radio market, and an overview and insight about the radio industry as a whole. The SEU's participating staff included the Research Director.</p>
		<p>On 11/19/09, our SEU participated in a review of The Art Institute of California-San Diego's Audio Production Degree program at the school. Participating professionals reviewed the program accreditation, which consisted of reviewing the curriculum, touring the school, and sitting on a discussion panel. The SEU's participating staff included the Online Content Producer.</p>
		<p>From January 2010 and on an on-going school year basis, our SEU serves on the Board of Directors for LJRadio.com, an on-line streaming station at Muirlands Middle School in San Diego that is run by students. The SEU works with the students' parents and advisors. The SEU's participating staff includes a Sales Manager.</p>
		<p>On 4/29/10, our SEU participated in Patrick Henry High School's Patriot Exhibition half-day program that prepares graduating students for their future. Our SEU spoke with students and volunteered as a panelist that mentors students in preparing to enter the job market. The SEU's participating staff included the Engineering Director.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Listed Upper-Level Category Openings in a Job Bank of Media Trade Groups whose Membership includes Minorities/Women	Our SEU regularly utilizes for recruitment of Upper-Level positions the following job sites: Southern California Broadcasters Association (SCBA), Diversity Solutions, AMFM Jobs/Broadcast Employment Services, and the National Hispanic Media Coalition.
7	Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination	On 8/12 and 8/13/09, our SEU participated in an 8-hour, interactive EEO and anti-discrimination training workshop in San Diego. The workshop engaged the hiring managers and included role playing in EEO requirements and anti-discrimination laws. Training was conducted by the SEU's corporate Employee Relations Dept. The SEU's participating staff included all Managers.
8	Participated in Other Activities Designed to Widely Disseminate Information about Employment Opportunities	On 6/2/10, our SEU became the media partner with Diversity Solutions, an organization that holds regional diversity career fairs throughout San Diego County and that has contacts of over 8,000 organizations/companies from various industries. Our SEU promoted the Diversity Solutions' Career Fairs of 6/25/10 and 6/29/10 via radio announcements and station website postings.