

**EEO PUBLIC FILE REPORT**  
(August 1, 2016 thru July 31, 2017)  
KCEZ, Los Molinos, CA  
KBQB, Chico, CA  
KRQR, Orland, CA  
KTHU, Corning, CA

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (\*) denote organizations that have requested notification of full-time job vacancies.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED  
[With Hiree's Recruitment Source Noted in Brackets]**

Account Manager (## 01-17, 19) [Hiree #06]

Promotions Director (## 01-11, 13-17) [Hiree #13]

Operations Manager (## 06-11, 18) [Hiree #18]

Traffic/Reception #1 (## 05-08) [Hiree #05]

Traffic/Reception #2 (## 05-08) [Hiree #05]

Traffic/Reception #3 (## 05-08) [Hiree #08]

Program Director-KCEZ (## 06, 07, 10, 11, 13, 18, 20-23) [Hiree #18]

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

57 persons

**NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED**

#1-#4 (2 persons), #5 (25 persons), #6 (1 persons), #8 (5 persons), #12 (9 persons), #13 (2 persons), #18 (13 person)

**SUPPLEMENTAL OUTREACH ACTIVITIES**

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

## Appendix A

### MASTER LIST OF RECRUITMENT SOURCES

(An asterisk (\*) after the source denotes organizations that requested notification of full-time job vacancies.)<sup>1</sup>

No.	Source (name, address, contact person, telephone)	No.	Source (name, address, contact person, telephone)
1.	KBQB Radio, 856 Manzanita Ct., Chico, CA 95926 Jon Graham 530-342-2200	13.	Employee Referral
2.	KCEZ Radio, 856 Manzanita Ct., Chico, CA 95926 Jon Graham 530-342-2200	14.	Chicohelpwanted.com – Dale Mulder
3.	KRQR Radio, 856 Manzanita Ct., Chico, CA 95926 Jon Graham 530-342-2200	15.	Customer Referral
4.	KTHU Radio, 856 Manzanita Ct., Chico, CA 95926 Jon Graham 530-342-2200	16.	Butte College Career Placement Center
5.	Craig's List Craigslislist.org	17.	CSU Chico Alumni Assoc. CSUChico.edu
6.	Results Radio Websites- Ron Castro 1355 N. Dutton Ave. Ste. 225, Santa Rose, CA 95401	18.	All Access.com
7.	CA Broadcaster Assn. Job Bank- Mark Powers 915 L Street, #1150, Sacramento, CA	19.	LinkedIn, Jon Graham profile
8.	Results Radio Internal Posting 856 Manzanita Ct, Chico Ca	20.	RAMP
9.	Ohlone College 43600 Mission Blvd., Fremont, CA	21.	EDD Smart Business Center- Shasta
10.	Mendocino College- Barbara Nobles 1000 Hensley Creek Rd., MacMillan Hall, rm. 1000 Ukiah, CA	22.	RadioList.net
11.	NAACP, Sacramento- Alice Huffman 9960 West Svona Drive, Sacramento, CA	23.	EDD- Cal Jobs
12.	Ziprecruiter.com Sales Sense Lucy Rice	24.	

<sup>1</sup> Note - if organization requesting notifications does so during the reporting period, we suggest that you indicate the date the request was made.

**Appendix B**  
**Supplemental Outreach Initiatives**  
(August 1, 2016 thru July 31, 2017)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station 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.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
4	Dan Lutge & Nicole Schalles, guest speakers in CSUC Broadcast Management class & Music Industry class.
5	Successful internship program in conjunction with Butte Community College and CSU Chico that includes a curriculum, schedule and regular meetings with an internship supervisor since January 2002. Interns report to Promotions Director, Dan Lutge, and work within all departments and supervisors.
6	Broadcast partner with Regional Help Wanted dot com 52 weeks per year.
9	Hired multiple PT staff member from intern pool, joined promotions and programming departments, learning skills under management and staff supervision.
12	Operations Manager and Program Director positions posted as described.

