

KUZZ(AM), KUZZ-FM, KCWR(FM) & KRJK(FM)
EEO PUBLIC FILE REPORT
August 1, 2020 – July 31, 2021

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
Air Personality	1-17, 19, 22-23	16
News Director	1-15, 17, 19, 22-23, 25	23
Account Executive	1-17, 19, 22-23, 25	16
Account Executive	1-17, 19, 22-23, 25	25
Air Personality	1-17, 19-20, 22-24	20

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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	Regional Occupational Center Michelle Summers 501 S. Mount Vernon Ave., Bakersfield, Ca. 93307 (661)831-3327	Y	0
2	Bakersfield Adult School Sandra Paz 501 S. Mt. Vernon Ave., Bakersfield, Ca. 93307 (661)835-1855	Y	0
3	California State University of Bakersfield Career Education Center William Perry 9001 Stockdale Hwy, Bakersfield, Ca.93311 (661)664-2011	Y	0
4	San Joaquin Valley College Shelley McKinzie 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	Martin Luther King Community Center Linda McVicker 1000 S. Owens Street, Bakersfield, Ca. 93307 (661)322-9874	Y	0
6	Bakersfield Association for Retarded Citizens Sergio Soto 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
7	America's Job Center of California Ruben Jaurequi 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2602	Y	0
8	Kern High School District Claudia Vasquez 2727 F Street, Bakersfield, Ca. 93301 (661)827-3301	Y	0
9	Cerros Coso Community College Ashley Mattos 5520 Lake Isabella Blvd., Lake Isabella, Ca. 93240 (760)379-5501	Y	0
10	Employer's Training Resource Grant Wong 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2692	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
11	Department of Rehabilitation Saul Lewis 4925 Commerce Drive, Suite 150, Bakersfield, Ca. 93309 (661)395-2525	Y	0
12	Path Point Jessica McGrath 4701 Stockdale Hwy, Bakersfield, Ca. 93309 (661)617-6170	Y	0
13	Santa Barbara Business College Jana Fox 5300 California Ave, Bakersfield, Ca. 93304 (661)835-1100	Y	0
14	Bakersfield College Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
15	KUZZ Website www.KUZZ.com 3223 Sillect Ave. Bakersfield, Ca. 93308 (661)326-1011	N	0
16	Word-of-Mouth Referral	N	5
17	Internal Posting	N	5
18	Walk-In/Self-Referral	N	0
19	California Broadcasters Association 5670 Wilshire Blv., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	N	0
20	Internal Transfer/Promotion	N	1
21	AM FM Jobs www.amfmjobs.com	N	0
22	On Track Alberta Harrison / Diana DeLeon / Imelda Juarez P.O. Box 1000, Bakersfield, Ca. 93302-1000 (661)868-5107	N	0
23	AllAccess.com Website www.allaccess.com	N	4
24	Countryaircheck.com Website www.countryaircheck.com	N	0
25	Indeed.com Website www.indeed.com	N	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event/program sponsored by an educational institution relating to broadcast careers	On October 13, 2020, a KUZZ on-air personality created a video for the Video Production Department at Regional Occupational Center on careers in broadcasting.
2	Participate in event/program sponsored by an educational institution relating to broadcast careers	On April 6, 2021, a KUZZ on-air personality presented a lecture via Zoom to approximately 50 students at the Regional Occupational Center on careers in broadcasting.
3	Participate in event/program sponsored by an educational institution relating to broadcast careers	On July 20, 2021, a KUZZ on-air personality spoke at the United Way of Kern County’s 30 th Annual Community Professional Development Conference on careers in broadcasting.
4	Participate in scholarship program designed to assist students interested in a career in broadcasting	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing \$500.00 to employees of member stations attending college classes beneficial to their broadcasting careers. Our General Manager serves as a board member to the association and, in this role, reviewed applications for the 2020-2021 scholarship. Our stations also posted scholarship applications at our facilities.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On July 14, 2021, our HR Director provided EEO training to station management. The training included a review of the responsibilities of the stations’ EEO officer, an overview of the EEO rules and advice on determining requirements for job vacancies.