

**KKGO(FM) and KMZT(AM)**  
**Mt. Wilson FM Broadcasters, Inc.**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 - July 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>    | <b>Recruitment Sources ("RS") Used<br/>to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------|------------------------------------------------------------|-------------------------------|
| Account Executive   | 1-21                                                       | 12                            |
| Executive Assistant | 22<br>(Exigent Circumstances)                              | 23<br>(Exigent Circumstances) |

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                                                                                 | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1                    | Bakersfield College Job Placement<br>1801 Panorama Drive<br>Bakersfield, California 93305<br>Phone : 661-395-4061<br>Email : rugutier@bakersfieldcollege.edu<br>Rudy Gutierrez                                                        | N                                                                    | 0                                                                           |
| 2                    | Broadcast Employment Services<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Email : info@tvjobs.com<br>Fax : 1-760-754-2115<br>Mark Holloway                                                               | N                                                                    | 0                                                                           |
| 3                    | Cal Poly Pomona<br>3801 West Temple Avenue<br>Pomona, California 91768<br>Phone : (909) 869-4048<br>Email : calebgarcia@cpp.edu<br>Caleb Garcia                                                                                       | N                                                                    | 0                                                                           |
| 4                    | Cal State Los Angeles<br>5151 State University Drive<br>Los Angeles, California 90032<br>Phone : (323) 343-3285<br>Email : zcabrera@cslanet.calstatela.edu<br>Zeidy Cabrera                                                           | N                                                                    | 0                                                                           |
| 5                    | Cal State Northridge Career Center<br>18111 Nordhoff Street<br>Northridge, California 91330<br>Phone : 818 677-2388<br>Url : <a href="http://www.csun.edu/career/">http://www.csun.edu/career/</a><br>Sarah Le Long<br>Manual Posting | N                                                                    | 0                                                                           |
| 6                    | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a><br>Joe Berry<br>Manual Posting              | N                                                                    | 0                                                                           |

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                                                                                   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 7                | California Chicano News Media Assoc. (CCNMA)<br>300 S. Grand Ave, Suite 3950<br>Los Angeles, California 90071-8110<br>Phone : 213-437-4408<br>Url : <a href="http://www.ccnma.org">www.ccnma.org</a><br>Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a><br>Fax : 1-213-437-4423<br>Human Resources | N                                                        | 0                                                               |
| 8                | Consultant Referral                                                                                                                                                                                                                                                                                                     | N                                                        | 1                                                               |
| 9                | Country Aircheck<br>914 18th Ave. S. Second Floor<br>Nashville, Tennessee 37212<br>Phone : 615-320-1450<br>Url : <a href="https://www.countryaircheck.com/">https://www.countryaircheck.com/</a><br>Lon Helton<br>Manual Posting                                                                                        | N                                                        | 0                                                               |
| 10               | Craigslist<br>P.O. Box 438<br>San Francisco, , California 94104-0438<br>Billing Craigslist<br>Manual Posting                                                                                                                                                                                                            | N                                                        | 0                                                               |
| 11               | CSULB Career Center<br>1250 Bellflower Boulevard California<br>Long Beach, California 90840<br>Phone : 562 985-4151 ex 254<br>Url : <a href="http://www.careers.csulb.edu/">http://www.careers.csulb.edu/</a><br>Terri Armstrong<br>Manual Posting                                                                      | N                                                        | 0                                                               |
| 12               | Employee Referral                                                                                                                                                                                                                                                                                                       | N                                                        | 1                                                               |
| 13               | Inside Radio<br>P.O. Box 567925<br>Atlanta, Georgia 31156<br>Phone : 800 275-2840 x 702<br>Url : <a href="http://www.insideradio.com/">http://www.insideradio.com/</a><br>Frank Saxe<br>Manual Posting                                                                                                                  | N                                                        | 0                                                               |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                                                      | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 14               | Japanese Cultural/Community Center<br>1840 Sutter Street<br>San Francisco, California 94115<br>Phone : 415-567-5505<br>Email : mfletcher@jccnc.org<br>Marjorie Fletcher                                                                    | N                                                        | 0                                                               |
| 15               | LinkedIn                                                                                                                                                                                                                                   | N                                                        | 2                                                               |
| 16               | Media Staffing Network<br>6518 E. Shooting Star Way<br>Scottsdale, Arizona 85266<br>Phone : 480.306.8930<br>Url : <a href="http://www.mediastaffingnetwork.com/">http://www.mediastaffingnetwork.com/</a><br>Laurie Kahn<br>Manual Posting | N                                                        | 0                                                               |
| 17               | National Hispanic Media Coalition<br>55 South Grand Ave<br>Pasadena, California<br>Phone : (626) 792-6462<br>Email : brivas@nhmc.org<br>Fax : 1-626-792-6051<br>Brenda Rivas                                                               | N                                                        | 0                                                               |
| 18               | Radio Ink<br>, California<br>n/a n/a<br>Manual Posting                                                                                                                                                                                     | N                                                        | 0                                                               |
| 19               | Santa Monica Daily Press<br>1640 Fifth St. Suite 218<br>Santa Monica, California 90401<br>Phone : 310.458.7737 x.305<br>Url : <a href="http://www.smdp.com/">http://www.smdp.com/</a><br>Cindy Moreno<br>Manual Posting                    | N                                                        | 0                                                               |
| 20               | Stations Websites<br>1500 Cotner Ave<br>Los Angeles , California 90025<br>Phone : 310-478-5540<br>Michael Levine<br>Manual Posting                                                                                                         | N                                                        | 0                                                               |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b>                                                                                                                                                                                     | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 21                                             | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                                    | 0                                                                           |
| 22                                             | Kelly Services<br>Adriana Christophersen<br>562-285-5512<br>ADRC294@kellyservices.com                                                                                                                     | N                                                                    | 2                                                                           |
| 23                                             | Other Referral                                                                                                                                                                                            | N                                                                    | 1                                                                           |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                           |                                                                      | <b>7</b>                                                                    |

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### III. RECRUITMENT INITIATIVES

|   | Date                  | Type of Recruitment Initiative<br>(Menu Selection)                                                                                  | Brief Description Of Activity                                                                                                                                                                                                                                                   | No. of Stations Participants | Participant Title      |
|---|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------|
| 1 | 9/27/2023             | Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions | Los Angeles. Attended the job fair and spoke with attendees about careers in radio.                                                                                                                                                                                             | 1                            | Promotions Coordinator |
| 2 | 3/6/2024              | Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions | Los Angeles. Attended the job fair and spoke with attendees about careers in radio.                                                                                                                                                                                             | 1                            | Promotions Coordinator |
| 3 | 6/26/2024             | Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.     | Station Manager attended the 2024 Los Angeles Legal Education Conference by Gordon & Rees, which covered hiring best practices, among other topics.                                                                                                                             | 1                            | Station Manager        |
| 4 | 7/6/2024              | Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions | West Hollywood. Attended the job fair and spoke with attendees about careers in radio.                                                                                                                                                                                          | 1                            | Promotions Coordinator |
| 5 | August/September 2023 | Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.     | <p>All station managers completed two-hour supervisor and manager sexual harassment training over a period of approximately one month (mid-August through mid-September 2023).</p> <p>All 19 non-managerial employees also completed a one-hour training on the same topic.</p> | 6                            | All station managers   |