

**KSEQ & KIOO RADIO STATIONS
EEO PUBLIC FILE REPORT
COVERING PERIOD FROM AUGUST 1, 2009 TO JULY 31, 2010
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KSEQ & KIOO**

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken
By KSEQ & KIOO**

ALL YEAR

On air announcements were broadcasted every month airing the following PSA that KSEQ/KIOO are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer.

If your organization would like to receive notification of job vacancies at our station please notify the Business Manager at our office telephone number. Also stating KSEQ/KIOO is an Equal Opportunity Employer and encourages minorities and females to apply.

August 1, 2009

SUMMER INTERNSHIP PROGRAM

This is an extended note from 2008-2009. June 29, 2009 we began an internship with a female Hispanic student who was home from college for the summer. She was a great asset to our department and learned our traffic software and other administrative duties. She was with us until August 7, 2009, where at that time she returned to college in Ohio.

August 6, 2009

INTERNSHIP PROGRAM

We began running commercials for students to apply for our internship program. By the end of August and first week of September we had made a decision on 10 interns; 4 female and 6 male students. Of these students 8 were Hispanic, and 1 African American. During their stay with us they spent time learning the promotions department attending events with the Q97 Street Team and assisting in the Q97 booth at the Big Fresno Fair. They were here until mid to late December which ended the Fall semester.

August 27, 2009

ADMINISTRATIVE INTERNSHIP PROGRAM

Business Manger contacted College of the Sequoias to obtain interns for the Fall semester. She interviewed and made a decision on 2 female students one of which was Hispanic. They both trained with the Traffic Director and Business Manager in the functions of the front office. They learned phone skills, traffic software, filing etc. They were a great asset to our office. One of the students stayed until the end of the Fall semester and the other stayed through the Spring semester until she graduated from College of the Sequoias.

October 16, 2009

WOODLAKE HIGH SCHOOL CAREER DAY

Our General Manager was invited and participated in this Career Day. There were over 100 presenters. The General Manager spoke at two scheduled times giving a brief history of how he got into radio and shared essential material with the students. The groups of students were very interested and asked quite a few questions. There were approximately 40 students who attended. There were approximately 50-50% male/female in attendance. The majority of the student, (approximately 85%) were Hispanic.

January 6, 2010

United States Census 2010

Our General Manager attended the local US Census meeting from 2p-4p. He met with the regional partnership specialist out of Los Angeles as well as the Local Recruiting Manager. They provided us with produced commercials to educate the community as to the importance of the upcoming Census. We ran airtime on one of our stations for approximately 2 weeks to notify the community.

January 18, 2010

ADMINISTRATIVE INTERNSHIP PROGRAM

The Business Manager contacted the College of the Sequoias to see if there were any students interested in the Spring Semester. We were able to retain one of the students that started with us at the beginning of the Fall semester.

College of the Sequoias sent the Business Manager several applicants to interview. We accepted 2 female students, one was Hispanic. One student was in the age protected class retraining program, after working many years in a business that closed.

Both new students trained in office procedures; telephone skills, filing mailing, accounting, and keeping up with Excel. They also learned how to interact with the station listeners when coming in to pickup prizes.

Our first student that had been with us for the full school year was offered an opportunity to work part-time temporarily through the summer.

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April 1, 2010

California Harassment Prevention Training. All full-time personnel took the on-line course issued by the California Chamber of Commerce. This training course is to insure that all stations and management are adhering to the laws of EEOC and are administering a harassment and discrimination free environment.

April 21, 2010

TULARE COUNTY CAREER FAIR

Tulare County Career Fair is a large annual event. KSEQ and KIOO participate from start to finish. Our General Sales Manager and Business Manager attend committee meetings all year in preparation for this event. The Business Manager prepared a press release and sent to all other media for them to include in their community calendars. Our stations ran advertising first to notify interested employers and we also ran advertising to potential job seekers. The event was held at the Visalia Convention Center from 9A-12p. Our station was one of 80 exhibitors. Our booth was manned by our General Sales Manager, our Program Director and a member of our Promotions Department. There were approximately 1,800 job seekers in attendance a small increase from last year. This year there was approximately 60% females and 40% males, 30-40% Latino and 5% African American. We were able to obtain several resume's and job applications which will be reviewed when there is an available job opening.

April 23, 2010

**T.C. ASSOC OF GOVERNMENT
AIR QUALITY CONTEST**

Our stations ran PSA's for this community project. It was Make a Difference in Air Quality Contest. Students in Tulare County K-12 could participate by submitting essays or posters suggesting ways to improve air quality. On April 23, our street team made a visit to Dinuba High School to be available to any student who wished to submit their entry via the radio station. Top winners won new bicycles the grand prize winner was a third grader and won \$250.00. KIOO ran commercials for this event to make the public aware of the contest.

May 27, 2010

FAIR TODAY, WORK TOMORROW JOB FAIR

This job fair was held at the Fresno Fair Grounds from 10A-2P. This job fair is an annual event for Fresno and is hosted by County of Fresno Department of Social Services, The Central Ca Hispanic Chamber of Commerce and the Economic Development Corporation of Fresno County. KSEQ/KIOO'S Promotions Coordinator participated and took care of all job applicants that came by our booth. There were approximately 500 resume's and applications accepted. KSEQ ran on-air commercials for this job fair to increase community awareness. There were 145 employer booths with 12,000 in attendance.

The Central California Chamber of Commerce released information that there was at least 1,600 hires or potential hires. Resume's and applications will be reviewed when there is an available job opening.