

Urban Radio III, LLC
KBLX-FM**KVTO-AM**KVVN-AM

EEO PUBLIC FILE REPORT

August 1, 2010 thru July 31, 2011

Recruitment Sources Used for New Hires

SOURCE CODE	SOURCE INFO	NUMBER OF INTERVIEWEES REFERRED
A	Bay Area Star 855 Battery Street San Francisco 94111 Nancy Bell 415-332-5754	0
B	ICBC – California Website: www.kblx.com	0
C	In-house Job Postings/Job Promotion	2
D	www.craigslist.org P.O. Box 225159 San Francisco, CA 94122 415-566-6394	1
E	Word of Mouth / Internal Referral / Industry Networking	5
F	Commercials aired on KBLX-FM	0
G	NCBA Job Fair Northern California Broadcasters Association 900 Northpoint St., Suite C406 San Francisco, CA	1
H	Radio & Records Magazine 2049 Century Park East Los Angeles, CA 90067	0
I	RadioFactsUpdates.com RadioMan Publishing, Inc.	0
J	Urbaninsite.com Urban Insite, Inc. P.O. Box 680293 Marietta, GA 770-642-8842	0

SOURCE CODE	SOURCE INFO	NUMBER OF INTERVIEWEES REFERRED
K	Allaccess.com All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310.457.6616 (p)	0
L	Commercials aired on KVVN-AM	0
M	Vietnamese Daily News 2350 South 10 th Street San Jose, CA 95112	0

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OUTREACH INITIATIVES

	TYPE OF OUTREACH INITIATIVES	BRIEF DESCRIPTION OF ACTIVITY
1	Commercials Aired on ICBC-California Broadcast Stations	Commercials - 30 second spots aired as needed
2	Kblx.com Jobs Available at ICBC-California	Ads placed on kblx.com – Ads placed for p/t perspective employees
3	Promotions/Marketing/Programming Internship	Target – Students from all Bay Area Colleges. Students gain exposure to many radio station operating facets plus earn school credits. One semester commitment, 15-20 hours/week, 1-3 interns/per semester, as needed.
4	Internal Training Program	All employees have the opportunity to learn Board Operator job with a natural path to Announcer positions. Training is available bi-annually; or depending on employee interest & employee turnover, training can be offered more often during the year. During the past year, 7 employees took part in training.
5	NCBA Job Fair	4.20.11 – Nor. Cal. Broadcasters Assoc. Job Fair - KBLX a sponsor – ICBC representatives spoke to many people about job opportunities at ICBC stations and the radio industry. Also, collected resumes for future job openings.

