

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

EEO PUBLIC FILE REPORT

August 1, 2009 thru July 31, 2010

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 | 0 |
| D | www.craigslist.org P.O. Box 225159 San Francisco, CA 94122 415-566-6394 | 0 |
| 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 | 0 |
| 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 | 5.10.10 - 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. |

