

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2007 through July 22, 2008.

- 1) **Employment Unit:** All Pro Broadcasting, Inc.
- 2) **Unit Members (Stations and Communities of License):** KATY-FM, Idyllwild, CA
KCXX(FM), Lake Arrowhead, CA
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: ALL PRO BROADCASTING, INC. 242 E. AIRPORT DR. SUITE 106 SAN BERNARDINO, CA 92408	Telephone Number: (909) 890-5904
	Contact Person/Title: Jo McNorton, Business Manager
	E-mail Address: jo@x1039.com

- 4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. KATY SALES	Station Recruitment Ad
2. KATY SALES	Exigent Circumstances
3. KCXX SALES	Station Recruitment Ad
4. KCXX PROMOTIONS DIRECTOR	Station Recruitment Ad
5. KATY SALES	Hemet/San Jacinto Valley Chamber of Commerce Newsletter
6. KATY PROGRAM DIRECTOR	All Access
7. KCXX SALES	Station Recruitment Ad
8. KCXX SALES	Station Recruitment Ad
9. KATY SALES	Station Recruitment Ad
10. KATY SALES	Station Recruitment Ad
11. KCXX SALES	Station Recruitment Ad
12. KATY PROMOTIONS DIRECTOR	Existing Employee
13. KATY SALES	Employee Referral

Stations KATY-FM and KCXX(FM) are Equal Opportunity Employers.

14. KCXX SALES	Client Referral
15. KCXX GENERAL SALES MANAGER	Southern California Broadcasters Association
16. KCXX SALES	Station Recruitment Ad
17. KCXX PROMOTIONS ASSISTANT	Existing Employee
18. KATY SALES	Station Recruitment Ad
19. KCXX SALES	Employee Referral
20. KCXX SALES	Station Recruitment Ad
21. KCXX SALES	Station Recruitment Ad
22. KCXX SALES	Station Recruitment Ad

5) Referral Sources and Interviewee Information for Each Full-Time Job Vacancy:

Job Title: Sales (KATY) (1)

Referral Source(s) of Hiree: Station Recruitment Ad

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	2	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Sales (KATY) (2)

Referral Source(s) of Hiree: Exigent Circumstances

Full recruitment was not conducted due to exigent circumstances in filling this vacancy.

Job Title: Sales (KCXX) (3)

Referral Source(s) of Hiree: Station Recruitment Ad

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	4	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	7	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Promotions Director (KCXX) (4)

**Referral Source(s) of Hiree: Station Recruitment Ad
(for Sales position)**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Shawn Alexander	28955 Pacific Coast Hwy, Suite 210 Malibu, CA 90265	(310) 457-6616	1	No
FMQB	Mike Bacon	FMQB.com	(856) 424-9114	1	No
KCXX (FM) & KATY (FM) On-Air Advertisement (for Sale position)	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	1	No

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Job Title: Sales (KATY) (5)**Referral Source(s) of Hiree: Hemet/San Jacinto Valley Chamber of Commerce Newsletter**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	1	No
Hemet/San Jacinto Valley Chamber of Commerce Newsletter		615 N. San Jacinto Hemet, CA 92543	(951) 658-3211	1	No

Job Title: Program Director (KATY) (6)**Referral Source(s) of Hiree: All Access**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Shawn Alexander	28955 Pacific Coast Hwy, Suite 210 Malibu, CA 90265	(310) 457-6616	6	No

Job Title: Sales (KCXX) (7)**Referral Source(s) of Hiree: Station Recruitment Ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	2	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	4	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Sales (KCXX) (8)**Referral Source(s) of Hiree: Station Recruitment Ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	2	No

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KCXX (FM) & KATY (FM) On-Air Advertisement	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	4	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Sales (KATY) (9)

Referral Source(s) of Hiree: Station Recruitment Ad

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	3	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Sales (KATY) (10)

Referral Source(s) of Hiree: Station Recruitment Ad

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	3	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Sales (KCXX) (11)

Referral Source(s) of Hiree: Station Recruitment Ad

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kim Martinez	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	2	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

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Job Title: Promotions Director (KATY) (12) Referral Source(s) of Hiree: Existing Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Shawn Alexander	28955 Pacific Coast Hwy, Suite 210 Malibu, CA 90265	(310) 457-6616	4	Yes
Existing Employee				1	

Job Title: Sales (KATY) (13) Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	2	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No
Employee Referral				1	

Job Title: Sales (KCXX) (14) Referral Source(s) of Hiree: Client Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No
Client Referral				1	

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Job Title: General Sales Manager (KCXX) (15) Referral Source(s) of Hiree: SCBA

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Southern California Broadcasters Association Job Alert Bulletin	LaFern Watkins lafern@scba.com	5670 Wilshire Blvd, Suite 1370 Los Angeles, CA 90036	(323) 904-4105	9	No
All Access	Shawn Alexander	28955 Pacific Coast Hwy, Suite 210 Malibu, CA 90265	(310) 457-6616	4	No
Existing Employees				2	

Job Title: Sales (KCXX) (16) Referral Source(s) of Hiree: Station Recruitment Ad

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Lee Weiman	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Lee Weiman	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	2	No
Southern California Broadcasters Association Job Alert Bulletin	LaFern Watkins lafern@scba.com	5670 Wilshire Blvd, Suite 1370 Los Angeles, CA 90036	(323) 904-4105	0	No

Job Title: Promotions Assistant (KCXX) (17) Referral Source(s) of Hiree: Existing Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Shawn Alexander	28955 Pacific Coast Hwy, Suite 210 Malibu, CA 90265	(310) 457-6616	1	No
FMQB	Mike Bacon	FMQB.com	(856) 424-9114	1	No
Existing Employees				3	

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Job Title: Sales (KATY) (18)**Referral Source(s) of Hiree: Station Recruitment Ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	4	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

Job Title: Sales (KCXX) (19)**Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No
Employee Referral				1	No

Job Title: Sales (KCXX) (20)**Referral Source(s) of Hiree: Station Recruitment Ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Lee Weiman	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Lee Weiman	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	2	No
Southern California Broadcasters Association Job Alert Bulletin	LaFern Watkins lafem@scba.com	5670 Wilshire Blvd, Suite 1370 Los Angeles, CA 90036	(323) 904-4105	0	No

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Job Title: Sales (KCXX) (21)**Referral Source(s) of Hiree: Station Recruitment Ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Lee Weiman	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Lee Weiman	242 E. Airport Dr., Suite 106 San Bernardino, CA 92408	(909) 890-5904	2	No
Southern California Broadcasters Association Job Alert Bulletin	LaFern Watkins lafern@scba.com	5670 Wilshire Blvd, Suite 1370 Los Angeles, CA 90036	(323) 904-4105	0	No

Job Title: Sales (KCXX) (22)**Referral Source(s) of Hiree: Station Recruitment Ad**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KCXX (FM) & KATY (FM) Website	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	0	No
KCXX (FM) & KATY (FM) On-Air Advertisement	Kevin Watson	27431 Enterprise Circle West Temecula, CA 92590	(951) 506-1222	1	No
Apple One Employment Agency	Sonna	165 W. Hospitality, Suite 23 San Bernardino, CA 92804	(909) 884-6351	0	No

6) Total # of Interviewees Referred: For the period from July 23, 2007 to July 22, 2008, this employment unit interviewed 86 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:**(a) Internship Program**

All Pro conducted its Promotion and Production Internship Program designed to assist qualified students at local Junior Colleges and Broadcast Trade Schools in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. Typically an intern works at the Stations for 3-4 months, depending on the length of the school semester. The Stations recruit interns by notifying area colleges/universities about Internship openings and from student-initiated contacts. The goal of the Internship Program is to expose students to the “real-life” world of the field they are pursuing. The Promotions and Production Departments utilize established guidelines to create a program specific to each department. The Stations strive to teach interns how the world of Radio Promotions and Marketing as well as how Production works, and provide them with valuable experience to facilitate the pursuit of a career in radio broadcasting. An Intern’s duties range from assisting the Production Director in loading commercials and shows, to assisting in station events and remotes with the Promotions department.

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(b) Chamber of Commerce/Career Mixers

Monthly, All Pro's General Sales Manager attends The Boys and Girls Club of Fontana meetings. Also monthly, All Pro's General Manager attends The Boys and Girls Club of Temecula and Red Cross meetings. In addition, an All Pro Account Executive attends weekly Mixers each Wednesday morning held by the Greater Area San Bernardino Chamber.

At the local community meetings and Mixers, All Pro's personnel speak with attendees about career opportunities in the broadcast industry. In addition, they discuss the skills necessary for success in the broadcast industry, as well as ways to acquire such skills. All Pro's personnel also distribute information to attendees about any vacancies at the stations.

(c) Establishment of Sales Training Program

All Pro has established a training program for all of its account executives. As part of the training program, All Pro sends the account executives to training seminars conducted by RAB and Arbitron. At the RAB seminars, the account executives learn about the broadcast industry, the market and ways to help clients. The Arbitron training provides the account executives with methods of how to read and print Arbitron reports. Through the RAB and Arbitron seminars, the account executives acquire some of the skills necessary to serve as a Sales Manager. In addition, account executives are required to do on-line training with RAB and Arbitron periodically throughout the year. During the reporting period, all account executives from both the KCXX and KATY locations have participated in the training program.

(d) Participation in Events Sponsored by Local Colleges

During the reporting period, All Pro's Promotion's staff participated in events sponsored by local colleges. At the events, the Promotions Team discussed career opportunities in the broadcast industry, as well as the skills necessary for success in the broadcast industry. Specifically, the Promotions Team attended the following events:

9/19/07 Victorville Community College Job Fair
2/2/08 Art Institute recruitment event
4/26/08 Art Institute recruitment event
5/6/08 Santiago High School Shadowing Program

(e) Training of Management Personnel

On an annual basis, All Pro sends management personnel, including Business Managers, to a training seminar offered by the California Chamber of Commerce regarding practices for ensuring equal employment opportunity and preventing discrimination and harassment. The management personnel then meet to discuss the information presented at the seminar and establish procedures for the stations. In addition, All Pro's Corporate Business Manager attends various HR and Sexual Harassment Seminars.

(f) Station Tours

All Pro gives tours to Scout groups and groups from local high schools throughout the year. All Pro's Promotional Department meets with the children and gives a presentation on how a radio station operates. On this tour the guests are taken through the station, one department at a time and are told how each department operates, the importance of that the department and how all the departments make up the radio station. They are then lead into the on-air studio and are allowed to watch the DJ broadcast over the air and how radio production is accomplished.

During the reporting period, All Pro gave the following tours:

1/9/08 Boy Scouts
6/26/08 Boy Scouts

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