

**KNCQ(FM) Redding CA / KHRD(FM) Weaverville CA / KESR(FM) Shasta Lake
CA / KEWB(FM Anderson CA) / KKXS(FM) Shingletown CA
EEO PUBLIC FILE REPORT
August 1, 2009 through July 31, 2010**

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

There were no full-time positions filled between August 1, 2009 and July 31, 2010

FULL-TIME POSITIONS FILLED; RECRUIT SOURCES USED

There were no full-time positions filled between August 1, 2009 and July 31, 2010

TOTAL NUMBER OF INTERVIEWS FOR FULL-TIME POSITION

There were no full-time positions filled between August 1, 2009 and July 31, 2010

NUMBER OF REFERRALS FROM SOURCES USED

There were no full-time positions filled between August 1, 2009 and July 31, 2010

Supplemental Outreach Initiatives

(August 1, 2009 thru July 31, 2010)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
Category #16	On-air Public Service campaign soliciting organizations to register with Results Radio as resource contacts when full-times employment opportunities become available.
Category #6	Participated in the City of Redding's EDD and PIC programs. (These programs match potential employees with employers for disability retraining.)
Category #1	Beth Tappan (Market Manager) attended the Grant School Career Day on January 15, 2010 Brian Johnson (KEWB) attended the Shasta High School Job Fair. Jacob Fontana (KEWB PD) attended the Red Bluff High Career Day.
Category #1	Results Radio attended the Shasta College Job Expo on Thursday, April 7, 2010.
Category #4	Laurie Curto (Sales Manager) spoke at Shasta College regarding careers in Broadcasting on February, 4, 2009.
Category #1	Results Radio attended and promoted the Small Business Development Center's Job Fair in November, 2009
Category #6	Continued our recruitment relationship with the Shasta College Job Center / and intern department.

Category #6	All Results Radio, LLC websites, including sites for the following stations: KESR, KNCQ, KEWB, KKXS, KHRD, KTHU, KCEZ, KRQR, KBQB, KMJE, KKCX, and KKCL have information for job seekers that lists contact personnel in all clusters
Category #8	Continued our relationship with CSS an important step for career advancement in radio sales.
Category #1	Attended the SMART Business Resource Center Job Fair on 3/9/2010