

Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20090731ABS	
Legal Name of the Licensee RESULTS RADIO OF REDDING LICENSEE, LLC					
Mailing Address 1355 NORTH DUTTON AVENUE SUITE 225					
City SANTA ROSA		State or Country (if foreign address) CA		Zip Code 95401 -	
Telephone Number (include area code) 7075469185			E-Mail Address (if available) RONC@SONIC.NET		
FCC Registration Number 0012872404		Facility ID Number 40828		Call Sign KNCQ	
TYPE OF BROADCAST STATION:		Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
Station List					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KNCQ	40828	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	REDDING, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KEWB	54487	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	ANDERSON, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No	

KESR	82687	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SHASTA LAKE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KKXS	83787	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SHINGLETOWN, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KHRD	82720	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WEAVERVILLE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name WILLIAM H. FITZ, ESQ.		Street Address 1201 PENNSYLVANIA AVENUE, NW	
City WASHINGTON	State DC	Zip Code 20004-2401	Telephone Number 2026625120

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent RONALD E. CASTRO
Title CHIEF TECHNOLOGY OFFICER	Telephone No. (include area code) 7075469185
Date 7/31/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: RONALD E. CASTRO	Title: CHIEF TECHNOLOGY OFFICER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 1

Description
Exhibit 1

FCC Form 397
Section III

EXHIBIT 1

The instant FCC Form 397 covers the radio employment unit comprised of radio stations KNCQ(FM), Redding, CA; KEWB(FM), Anderson, CA; KESR(FM), Shasta Lake, CA; KKXS(FM), Shingletown, CA; and KHRD(FM), Weaverville, CA.¹ Attached are the Annual EEO Public File Reports for the employment unit covering the past two years.

¹ The community of license of the stations in the Redding cluster are located in an OMB metropolitan area with a population of fewer than 250,000 persons, and, thus, the unit is located in a “smaller market” for the purposes of applying the supplemental outreach requirements of Sections 73.2080(c)(2) & (e)(2) of the rules.

A.

Annual EEO Public File Report (August 1, 2008 - July 31, 2009)

KNCQ(FM) / KHRD(FM) / KESR(FM) / KEWB(FM) / KKXS(FM)

Redding, California

EEO PUBLIC FILE REPORT

August 1, 2008 through July 31, 2009

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) demote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUIT SOURCES USED

[With Hiree's Recruitment Source Noted in Brackets]

Marketing Consultant (# 1, 2, 4, 5, 6, 7, 9, 10, 12) [Hiree #11]

KEWB Program Director (# 1, 2, 3, 4, 5, 6, 13) [Hiree #13]

KEWB Program Director (# 1, 2, 3, 4, 5, 6, 13) [Hiree #13]

TOTAL NUMBER OF INTERVIEWS FOR FULL-TIME POSITION

19 Interviews

NUMBER OF REFERRALS FROM SOURCES USED

#1 (1 PERSON) #7 (1 PERSON) #10 (2 PEOPLE) #11 (2 PEOPLE) #13 (13 PEOPLE)

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities

MASTER LIST OF RECRUITMENT SOURCES
 (An asterisk (*) after the source denotes organizations
 that requested notification of full-time job vacancies.)

No.	Source (name, address, contact person, telephone)	No.	Source (name, address, contact person, telephone)
1.	Results Radio, LLC Websites Ron Castro, 1355 N. Dutton Ave. Santa Rosa CA 707-546-9185	13.	AllAccess.com (Web-site posting form)
2.	California Broadcasters Association Mark Powers, 915 L Street, #1150 Sacramento, CA 95814 916-444-2237	14.	
3.	Ohlone College Office of Transfer & Career Services. General Manager, 43600 Mission Blvd., Fremont, CA 94539 510-659-6098	15.	
4.	Mendocino College Barbara Nobles, 1000 Hensley Creek Road Ukiah, CA 95482 707-468-3044	16.	
5.	NAACP Sacramento Alice Huffman, President 9960 Svona Drive, Sacramento CA 95829 916-447-8671	17.	
6.	Results Radio Internal Postings Market Managers, Results Radio 1355 N. Dutton Ave., Santa Rosa, CA 707-546-9185	18.	
7.	Craig's List (Web-site posting form)	19.	
8.	Employee Referrals	20.	
9.	Record Searchlight (local newspaper) 1101 Twin View Blvd, Redding CA 96003 530-243-2424	21.	
10.	Results Radio Recruitment Advertising	22.	
11.	Word of Mouth	23.	
12.	Reddinghelpwanted.com (Web-site posting form)	24.	

Supplemental Outreach Initiatives

(August 1, 2008 thru July 31, 2009)

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 October 21, 2009 Rick Healy (Operations Manager) attended the U Prep Career Day on September 9, 2008 Rick Healy (Operations Manager) attended the Who Do U Want 2 b? Event at Enterprise HS
Category #1	Results Radio attended the Shasta College Job Expo on Thursday, April 2, 2009.
Category #4	Laurie Curto (Sales Manager) spoke at Shasta College regarding careers in Broadcasting on February, 5, 2009
Category #12	All job postings were listed in the California Broadcasters Association Job Bank web page: http://www.cabroadcasters.org/radiojobs.shtml
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, KKCY, and KKCL have information for job seekers that lists contact personnel in all clusters
Category #8	New sales personnel were trained using the Center for Sales Training course. Successful completion of this course is an important step for career advancement in radio sales.
Category #1	Attended the SMART Business Resource Center Job Fair on 3/10/2009

B.

Annual EEO Public File Report (August 1, 2007 - July 31, 2008)

Annual EEO Public File Report

Results Radio of Redding Licensee, LLC

(August 1, 2007 July 31, 2008)

This report covers the following stations in the group of radio stations that is collectively known as "Results Radio of Redding Licensee, LLC":

<u>Call Sign</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>Licensee Name</u>
KNCQ-FM	40828	Redding, California	Results Radio-
of Redding Licensee, LLC			
KEWB-FM	54487	Anderson, California	Results Radio-
of Redding Licensee, LLC			
KESR-FM	82687	Shasta Lake City, California	Results Radio-
of Redding Licensee, LLC			
KKXS-FM	83787	Shingletown, California	Results Radio-
of Redding Licensee, LLC			
KHRD-FM	82720	Weaverville, California	Results Radio-
of Redding Licensee, LLC			

This report covers the period from August 1, 2007 through July 31, 2008. This report reflects the FCC's Equal Employment Opportunity regulations that took effect on March 10, 2003.

A. The following is a list of all vacancies that were filled during the period specified above:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
Marketing Consultant	06/19/2008	07/08/2008
Marketing Consultant	12/28/2007	03/20/2008
Promotions Assistant	10/30/2007	12/03/2007
KHRD Program Director	06/07/2007	09/10/2007
KEWB Morning Host	01/03/2007	08/16/2007
KEWB Afternoon Host	12/13/2007	02/04/2008

B. During the period from August 1, 2007 through July 31, 2008, the following sources were used as recruitment tools (not necessarily used for each vacancy). A total **49** applicants were interviewed:

- #1 -Radio spots on KNCQ, KESR, KKXS, KHRD, KEWB (**7 Interviewees**)
- #2 -The Record Searchlight (7-day local newspaper) (**8 Interviewees**)
- #3 -Job posting board at other Results Radio stations (**1 Interviewee**)
- #4 -All Access Job Posting (an on-line broadcast internet source) www.AllAccess.com (**15 Interviewees**)
- #5 -Referrals from Employees, Clients and other Word of Mouth (**7 Interviewees**)

- #6 -On-Line (internet) with the Record Searchlight
- #7 -www.reddinghelpwanted.com (**3 Interviewees**)
- #8 -Express Personnel Services (employment agency)
- #9 -Job posting on the Shasta College Job Board
- #10-American Woman in Radio and Television
- #11-Asian American Journalists Associates
- #12-NAACP
- #13-California Chicano News Media Association
- #14-NAB Web-Site
- #15-National Association of Hispanic Journalists
- #16-Job posting (internal)
- #17-Ohlone College (**2 interviewee**)
- #18-California Broadcasting Association (**5 Interviewees**)
- #19-Smart Business Center
- #20-Results Radio web-sites (**1 Interviewee**)
 - www.Power94booty.com
 - www.Q97country.com
 - www.red1031.com
 - www.1071jack.com
 - www.kkxs.com
 - www.927bobfm.com
 - www.Chicooldies.com
 - www.Chicothunderheads.com
 - www.Zrockfm.com
 - www.Kkey.com
 - www.Gosunny.com

C. The following is a list of vacancies shown above and the recruitment source that provided the hiree for that position:

<u>Job Title</u>	<u>Recruitment Source</u>
Marketing Consultant (T)	#1
Marketing Consultant (C)	#1
Promotions Assistant	#5
KHRD Program Director	#4
KEWB Morning Host	#4
KEWB Afternoon Host	#4

1. During the period from June 19, 2008 through July 8, 2008 a total of **4** people interviewed for a vacancy for a full-time position (**Marketing Consultant**) that was filled by July 8, 2008. The following is a list of the recruitment sources used for this

vacancy (from the list of recruitment sources shown in section B) and the number of interviewees (for this opening) from each source.

<u>Recruitment Source</u>	<u>Total Number of Interviews</u>
Radio Announcements	1
The Record Searchlight (local newspaper)	0
All Access	0
Word of Mouth Referral	1
Job Posting (other Results stations)	0
Reddinghelpwanted.com	2
CBA Web-Site	0
Job Posting Board at Shasta College	0
NAACP, Sacramento	0
Results Radio web-sites	0
www.Power94booty.com	
www.Q97country.com	
www.red1031.com	
www.1071jack.com	
www.kkxs.com	
www.927bobfm.com	
www.Chicooldies.com	
www.Chicothunderheads.com	
www.Zrockfm.com	
www.Kkcy.com	
www.Gosunny.com	

2. During the period from December 28, 2007 through March 20, 2008, a total of **15** people interviewed for a vacancy for a full-time position (**Marketing Consultant**) that was filled by March 20, 2008. The following is a list of the recruitment sources used for this vacancy (from the list of recruitment sources shown in section B) and the number of interviewees (for this opening) from each source.

<u>Recruitment Source</u>	<u>Total Number of Interviews</u>
Radio Announcements	6
The Record Searchlight (local newspaper)	3
All Access	0
Smart Business Center	0
Word of Mouth Referral	5
NAACP	0
Job Posting (other Results stations)	0
Reddinghelpwanted.com	1
Job Posting Internal	0
NAB Web-site	0
Record Searchlight (on-line)	0

Shasta College Job Board	0
Results Radio web-sites	0
www.Power94booty.com	
www.Q97country.com	
www.red1031.com	
www.1071jack.com	
www.kkxs.com	
www.927bobfm.com	
www.Chicooldies.com	
www.Chicothunderheads.com	
www.Zrockfm.com	
www.Kkcy.com	
www.Gosunny.com	

3. During the period from October 30, 2007 through December 3, 2007, a total of 7 people interviewed for a vacancy for a full-time position (**Promotions Assistant**) that was filled by December 3, 2007. The following is a list of the recruitment sources used for this vacancy (from the list of recruitment sources shown in section B) and the number of interviewees (for this opening) from each source.

<u>Recruitment Source</u>	<u>Total Number of Interviews</u>
Radio Announcements	0
CBA	1
The Record Searchlight (local newspaper)	5
All Access	0
Word of Mouth Referral	0
Job Posting (other Results stations)	0
Reddinghelpwanted.com	0
Job posting (internal)	0
Results Radio web-sites	1
www.Power94booty.com	
www.Q97country.com	
www.red1031.com	
www.1071jack.com	
www.kkxs.com	
www.927bobfm.com	
www.Chicooldies.com	
www.Chicothunderheads.com	
www.Zrockfm.com	
www.Kkcy.com	
www.Gosunny.com	

4. During the period from June 7, 2007 through September 10, 2007, a total of 9 people interviewed for a vacancy for a full-time position (**KHRD Program Director**) that was filled by September 10, 2007. The following is a list of the recruitment sources

used for this vacancy (from the list of recruitment sources shown in section B) and the number of interviewees (for this opening) from each source.

<u>Recruitment Source</u>	<u>Total Number of Interviews</u>
All Access	7
Word of Mouth Referral	1
Ohlone College	0
Job Posting (other Results stations)	0
American Woman in Radio / Television	0
Asian American Journalists Association	0
Black Broadcasters Alliance	0
California Broadcasters Assoc.	1
NAB	0
California Assoc.	0
National Association of Hispanic Journalists	0
Job Posting (Internal)	0
Results Radio web-sites	0
www.Power94booty.com	
www.Q97country.com	
www.red1031.com	
www.1071jack.com	
www.kkxs.com	
www.927bobfm.com	
www.Chicooldies.com	
www.Chicothunderheads.com	
www.Zrockfm.com	
www.Kkcy.com	
www.Gosunny.com	

5. During the period from January 3, 2007 through August 16, 2007, a total of **11** people interviewed for a vacancy for a full-time position (**KEWB Morning Host**) that was filled by August 16, 2007. The following is a list of the recruitment sources used for this vacancy (from the list of recruitment sources shown in section B) and the number of interviewees (for this opening) from each source.

<u>Recruitment Source</u>	<u>Total Number of Interviews</u>
All Access	6
Word of Mouth Referral	0
Ohlone College	2
Job Posting (other Results stations)	1
American Woman in Radio / Television	0
Asian American Journalists Association	0
Black Broadcasters Alliance	0
California Broadcasters Assoc.	2
NAB	0
CBA	0

National Association of Hispanic Journalists	0
Job Posting (Internal)	0
Results Radio web-sites	0
www.Power94booty.com	
www.Q97country.com	
www.red1031.com	
www.1071jack.com	
www.kkxs.com	
www.927bobfm.com	
www.Chicooldies.com	
www.Chicothunderheads.com	
www.Zrockfm.com	
www.Kkcy.com	
www.Gosunny.com	

6. During the period from December 13, 2007 through February 4, 2008, a total of **3** people interviewed for a vacancy for a full-time position (**KEWB Afternoon Host**) that was filled by February 4, 2008. The following is a list of the recruitment sources used for this vacancy (from the list of recruitment sources shown in section B) and the number of interviewees (for this opening) from each source.

<u>Recruitment Source</u>	<u>Total Number of Interviews</u>
All Access	2
Word of Mouth Referral	0
Ohlone College	0
Job Posting (other Results stations)	0
American Woman in Radio / Television	0
Asian American Journalists Association	0
Black Broadcasters Alliance	0
California Broadcasters Assoc.	1
NAB	0
California Assoc.	0
National Association of Hispanic Journalists	0
Job Posting (Internal)	0
Results Radio web-sites	0
www.Power94booty.com	
www.Q97country.com	
www.red1031.com	
www.1071jack.com	
www.kkxs.com	
www.927bobfm.com	
www.Chicooldies.com	
www.Chicothunderheads.com	
www.Zrockfm.com	
www.Kkcy.com	
www.Gosunny.com	

Supplemental Outreach Initiatives

(August 1, 2007 thru July 31, 2008)

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 October 22, 2007
Category #1	Results Radio attended the Shasta College Job Expo on Wednesday, April 18, 2008.
Category #4	Laurie Curto (Sales Manager) attended the 2007 Chamber of Commerce Business Expo on September 21, 2007 to showcase the benefits of a career in the broadcast industry and working at Results Radio.
Category #12	All upper-level openings were listed in at least one media trade group internet newsletter whose membership includes substantial participation of women and minorities.

	Cont....
Category #6	Continued our recruitment relationship with the Shasta College Job Center / and intern department.