

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2006 to July 22, 2007.

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) 384-1039 |
| | 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. Sales (KATY) | On-Air Recruitment Ad |
| 2. Sales (KATY) | In-house Referral |
| 3. Morning Show Co-Host (KCXX) | In-house Referral |
| 4. Sales (KATY) | In-house Referral |
| 5. Sales (KCXX) | Station Websites |
| 6. Sales (KATY) | Temecula Chamber of Commerce |
| 7. Sales (KATY) | On-Air Recruitment Ad |
| 8. Sales (KCXX) | Client Referral |
| 9. Morning Show Producer | All Access.com |
| 10. Sales (KATY) | Client Referral |
| 11. Sales (KCXX) | Client Referral |
| 12. Sales (KCXX) | Station Websites |
| 13. Sales (KATY) | Unsolicited Resume |
| 14. Sales (KCXX) | Station Websites |

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

5) Job Title: Sales (KATY)**Referral Source(s) of Hire: On-air 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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | 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 |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |

5) Job Title: Sales (KATY)**Referral Source(s) of Hire: In-House 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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | 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 |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |
| Referral | | | | 1 | |

5) Job Title: Morning Show Co-Host (KCXX)**Referral Source(s) of Hire: In-House 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) |
|---|-----------------|---|-------------------|----------------------------|--|
| All Access.com | Shawn Alexander | 28955 Pacific Coast Hwy., Suite 210 Malibu, CA 90265 | (310) 457-6616 | 42 | No |
| FMQB | Mike Bacon | 1930 E. Marlton Pike, Suite I-36 Cherry Hill, NJ 08003 | (856) 424-9114 | 12 | No |
| KCXX (FM) & KATY (FM) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| Referral | | | | 1 | |

5) Job Title: Sales (KATY)**Referral Source(s) of Hiree: In-House 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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | 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 |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |
| Referral | | | | 1 | |

5) Job Title: Sales (KCXX)**Referral Source(s) of Hiree: Station Websites**

| (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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | Kimberly Martinez | 242 E. Airport Dr., Suite 106 San Bernardino, CA | (909) 890-5904 | 4 | No |
| Apple One Employment Agency | Sonna | 165 W. Hospitality, Suite 23 San Bernardino, CA 92804 | (909) 884-6351 | 0 | No |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |

5) Job Title: Sales (KATY)**Referral Source(s) of Hiree: Temecula Chamber of Commerce**

| (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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | 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 |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 1 | No |

5) Job Title: Sales (KATY)**Referral Source(s) of Hiree: On-Air 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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | 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 |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |

5) Job Title: Sales (KCXX)**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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 1 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | Kimberly Martinez | 242 E. Airport Dr., Suite 106 San Bernardino, CA | (909) 890-5904 | 1 | No |
| Apple One Employment Agency | Sonna | 165 W. Hospitality, Suite 23 San Bernardino, CA 92804 | (909) 884-6351 | 0 | No |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |
| Client Referral | | | | 1 | |

5) Job Title: Morning Show Producer**Referral Source(s) of Hiree: All Access.com**

| (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.com | Shawn Alexander | 28955 Pacific Coast Hwy., Suite 210 Malibu, CA 90265 | (310) 457-6616 | 35 | No |
| FMQB | Mike Bacon | 1930 E. Marlton Pike, Suite I-36 Cherry Hill, NJ 08003 | (856) 424-9114 | 2 | No |

5) Job Title: Sales (KATY)**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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | 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 |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |
| Client Referral | | | | 1 | |

5) Job Title: Sales (KCXX)**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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 1 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | Kimberly Martinez | 242 E. Airport Dr., Suite 106 San Bernardino, CA | (909) 890-5904 | 0 | No |
| Apple One Employment Agency | Sonna | 165 W. Hospitality, Suite 23 San Bernardino, CA 92804 | (909) 884-6351 | 0 | No |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |
| Client Referral | | | | 1 | |

5) Job Title: Sales (KCXX)**Referral Source(s) of Hiree: Station Websites**

| (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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 2 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | Kimberly Martinez | 242 E. Airport Dr., Suite 106 San Bernardino, CA | (909) 890-5904 | 2 | No |
| Apple One Employment Agency | Sonna | 165 W. Hospitality, Suite 23 San Bernardino, CA 92804 | (909) 884-6351 | 0 | No |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |

5) Job Title: Sales (KATY)**Referral Source(s) of Hiree: Unsolicited Resume**

| (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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 0 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | Kimberly Martinez | 242 E. Airport Dr., Suite 106 San Bernardino, CA | (909) 890-5904 | 0 | No |
| Apple One Employment Agency | Sonna | 165 W. Hospitality, Suite 23 San Bernardino, CA 92804 | (909) 884-6351 | 0 | No |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |
| Unsolicited Resume | | | | 1 | |

5) Job Title: Sales (KCXX)**Referral Source(s) of Hiree: Websites**

| (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) Websites | Steve Hay | 242 E. Airport Dr., Suite 106 San Bernardino, CA 92408 | (909) 384-1039 | 4 | No |
| KCXX (FM) & KATY (FM) On-Air Advertisements | Kimberly Martinez | 242 E. Airport Dr., Suite 106 San Bernardino, CA | (909) 890-5904 | 0 | No |
| Apple One Employment Agency | Sonna | 165 W. Hospitality, Suite 23 San Bernardino, CA 92804 | (909) 884-6351 | 0 | No |
| Temecula Chamber of Commerce | Allie Sullivan | 26990 Ynez Ct Temecula CA 92591 | (951) 506-5090 | 0 | No |

6) Total # of Interviewees Referred: For the period from July 23, 2006 through July 22, 2007, this Employment Unit interviewed 116 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.

(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 meetings. In addition, an All Pro Account Executive attends weekly Mixers each Wednesday morning held by the Greater Area San Bernardino Chamber. All Pro Account Executives also attended the Black Voice News' MLK Breakfast in San Bernardino on January 18, 2007 and an event at the African American Chamber of Palm Springs on June 16, 2007.

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, and, on April 23, 2007, KCXX and KATY account executives attended a special in-house Arbitron training seminar. 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:

| | |
|----------|---|
| 8/2/06 | Victorville Job Fair sponsored by Victorville Community College |
| 8/5/06 | Art Institute of California recruitment event |
| 08/06 | Fundraiser for Idyllwild Art Academy |
| 9/6/06 | San Bernardino Job Fair sponsored by Valley College & CSUSB |
| 9/14/06 | LTS Career Training recruitment event |
| 10/4/06 | Riverside Job Fair sponsored by RCC and UCR |
| 10/21/06 | Art Institute of California recruitment event |
| 12/9/06 | Art Institute of California recruitment event |
| 1/17/07 | Art Institute of California recruitment event |
| 2/3/07 | Art Institute of California recruitment event |
| 4/11/07 | Art Institute of California recruitment event |
| 4/28/07 | Art Institute of California recruitment event |
| 5/5/07 | Mt San Jacinto College recruitment event |
| 6/5/07 | CSUSB Coyote Radio Career Day |

(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:

| | |
|---------|--|
| 8/6/06 | Cub Scouts |
| 10/4/06 | Boy Scouts |
| 6/17/07 | Ethan Goldberg, Cub Scout working on a badge |