

High Desert Broadcasting LLC

Annual EEO Public File Report Year 2006

This annual EEO public file report for High Desert Broadcasting LLC (“High Desert”) covers recruitment and hiring for the broadcast stations listed below for the period from August 1, 2005 through July 31, 2006.

<u>Call Sign</u>	<u>Station ID</u>	<u>City of License</u>
KUTY (AM)	22011	Palmdale, CA
KLKX (FM)	70879	Rosamond, CA
KWJL (AM)	19702	Lancaster, CA
KGMX (FM)	19703	Lancaster, CA
KKZQ (FM)	85024	Tehachapi, CA
KCEL (FM)	33526	California City, CA

During the reporting period the following sixteen (16) full-time positions were filled:

KGMX On-Air Announcer/Assistant Program Director
Account Executives – Sales (7)
KLKX Program Director
Promotions Coordinator
Traffic Coordinator
Sales Assistant
KKZQ On-Air Announcer/Assistant Program Director
KLKX On-Air Announcer/Assistant Program Director
Hispanic Brand Specialist
General Sales Manager

Information on the interviewees and the specific recruitment sources utilized to fill each of these positions follows. A complete list of organizations or recruitment sources used by High Desert for community outreach during the reporting period is contained in Appendix A to this Report. A complete list of organizations or recruitment sources that requested notification of full-time job vacancies is contained in Appendix B. Information on the supplemental recruitment measures engaged in by High Desert during the reporting period is contained in Appendix C.

Job Title: KGMX On-Air Announcer/Assistant Program Director

Number of Interviewees: 2

Recruitment Source of Hiree: High Desert Broadcasting
(Employee Referral)

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
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High Desert Broadcasting	1
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	1
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	0
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #1

Number of Interviewees: 9

Recruitment Source of Hire: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	3
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	2
Regional Occupational Center	0
Antelope Valley Press	3
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #2

Number of Interviewees: 9

Recruitment Source of Hiree: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	3
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	2
Regional Occupational Center	0
Antelope Valley Press	3
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #3

Number of Interviewees: 9

Recruitment Source of Hire: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	3
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	2
Regional Occupational Center	0
Antelope Valley Press	3
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: KLKX Program Director

Number of Interviewees: 4

Recruitment Source of Hiree: All Access

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	0
Southern California Broadcasters Association	1
All Access Music Group (www.allaccess.com)	3
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	0
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Promotions Coordinator

Number of Interviewees: 5

Recruitment Source of Hire: High Desert Broadcasting
(Internal Hire)

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
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High Desert Broadcasting	2
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	2
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	1
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Traffic Coordinator
 Number of Interviewees: 10
 Recruitment Source of Hire: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	3
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	3
Regional Occupational Center	0
Antelope Valley Press	4
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Sales Assistant

Number of Interviewees: 8

Recruitment Source of Hiree: High Desert Broadcasting
(Internal Hire/Employee Referral)

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	1
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	2
Regional Occupational Center	0
Antelope Valley Press	5
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: KKZQ On-Air Talent/Assistant Program Director
 Number of Interviewees: 3
 Recruitment Source of Hiree: All Access

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	0
Southern California Broadcasters Association	1
All Access Music Group (www.allaccess.com)	2
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	0
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #4
 Number of Interviewees: 10
 Recruitment Source of Hiree: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	5
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	4
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #5

Number of Interviewees: 10

Recruitment Source of Hire: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
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High Desert Broadcasting	5
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	4
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #6

Number of Interviewees: 10

Recruitment Source of Hire: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	5
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	4
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Account Executive – Sales #7
 Number of Interviewees: 10
 Recruitment Source of Hiree: Antelope Valley Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	5
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	4
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: KLKX On-Air Announcer/Assistant Program Director
 Number of Interviewees: 3
 Recruitment Source of Hiree: All Access

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	0
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	3
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	0
www.careerbuilder.com	0
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: Hispanic Brand Specialist

Number of Interviewees: 3

Recruitment Source of Hiree: High Desert Broadcasting
(On-Air Ad & Employee Referral)

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	1
Southern California Broadcasters Association	1
All Access Music Group (www.allaccess.com)	0
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	0
www.careerbuilder.com	1
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Job Title: General Sales Manager

Number of Interviewees: 5

Recruitment Source of Hire: High Desert Broadcasting
(Internal Hire)

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
High Desert Broadcasting	3
Southern California Broadcasters Association	0
All Access Music Group (www.allaccess.com)	0
Employment Development Department	0
Regional Occupational Center	0
Antelope Valley Press	0
www.careerbuilder.com	2
California State University/Bakersfield	0
Zonta Organization	0
Hispanic Chamber of Commerce	0
Chapman University	0

Community Outreach Organizations

Source: High Desert Broadcasting¹
 Address: 570 East Avenue, Q-9
 Palmdale, CA 93550
 Contact: Bruce Thompson
 Telephone: 661/947-3107

Source: Antelope Valley Press (www.avpress.com)
 Address: 37404 Sierra Highway
 Palmdale, CA 93550
 Contact: Cherie Bryant
 Telephone: 661/267-4150

Source: www.careerbuilder.com
 Address: 8420 W. Bryn Mawr Avenue, Suite 1000
 Chicago, IL
 Telephone: 773/527-5408

Source: Cal State University Bakersfield
 Address: 43909 30th Street West
 Lancaster, CA 93536
 Contact: Sarah Forbes
 Phone: 661-952-5000

Source: Zonta Organization
 Address: P.O. Box 88
 Lancaster, CA 93536
 Contact: Jeri Darr
 Phone: 661-317-7694

Source: Hispanic Chamber of Commerce
 Address: 819 E Ave Q-9
 Palmdale, CA 93550
 Contact: Maru Trimmer
 Phone: 661-538-0607

¹ High Desert Broadcasting as a recruitment source includes on-air ads for job applicants, website ads for job applicants, employee internal hires and promotions, employee referrals and walk-ins/call-ins to the studio.

Source: Chapman University
Address: 40015 Sierra Hwy, Ste B-160
Palmdale 93550
Contact: J.Witte
Phone: 661-948-4141

Organizations Requesting Notification

Source: Southern California Broadcasters Association² (www.scba.com)
Address: 5670 Wilshire Blvd. #1370
Los Angeles, CA 90036
Contact: LaFern Watkins
Telephone: 323/904-4105

Source: All Access Music Group (www.allaccess.com)
Address: 28955 Pacific Coast Highway, Suite 210-5
Malibu, CA 90265
Contact: Joel Denver
Telephone: 310/457-6616

Source: Employment Development Department
Address: 1420 W. Avenue "I"
Lancaster, CA 93534
Contact: Pete Eskis
Phone: 661-945-5037

Source: Regional Occupational Center
Address: 1156 E. Avenue S
Palmdale, Ca 93550
Contact: Daphene Cowan and/or Maria Branch
Phone: 661-575-1021

² The Southern California Broadcasters Association further distributes all job openings it receives from member stations to numerous colleges and non-profit, minority and women's organizations throughout Southern California.