

Annual EEO Public File Report

AGM-California, Inc. Bakersfield Office

Covering the Period from August 1, 2016 to July 31, 2017

Stations Comprising Station Employment Unit:

KERN AM, KKXX FM, KISV FM, KGEO AM, KGFM FM, KEBT FM

Vacancy Information

Full-time Positions Filled by Job Title	DOE	Total # Interviewed	Recruitment Source of Hire	Recruitment Sources Utilized
Promotions Director	7/16/2016	3	Internal Posting	3,4,5,6,10,12,13,15,16,17,20
On Air Announcer -KEBT	1/1/2017	4	AGM Wesite	3,4,5,6,9,10,12,13,15,16,17,20
Promotions Coordinator	9/16/2016	3	Internal Posting	3,4,5,6,8,9,10,12,13,15,17,18,20
Interactive Web Master	10/10/2016	4	Referral	2,3,10,12,13,15,17,18,20,22
Marketing & Sales Assistant	10/17/2016	3	Internal Posting	2,3,4,5,6,9,10,12,13,15,16,17,20
Media Marketing Strategist	2/1/2017	3	Direct Contact	3,9,10,12,13,15,17,20,21

Total Number of Persons Interviewed During Applicable Period:

20

Recruitment Sources:

Contact

Address

Method of Contact

#Interviews from Source

Radio Announcements

1 KISV/KKXX/KEBT/KERN/KGEO/KGFM Robert Lewis PO Box 2700 Bakersfield, CA 93303 rlewis@americangeneralmedia.com

Newspapers

2 Bakersfield Californian Dustyn Wagoner P.O. Box 440, Bakersfield, CA 93301 dwagoner@bakersfield.com 2

Postings

3 California Broadcasters Association Joe Ba rry 915 L Street, Ste 1150, Sacramento CA 95814 916-444-2237
 4 Kern County Hispanic Chamber of Commerce Sylvia officeadmin@kchcc.org
 5 Mexican American Opportunity Foundation Claudia polancoc@co.kern.ca.us
 6 National Hispanic Media Coalition Job Postings info@NHMC.org
 7 Owens Valley Career Develop Center Jose Martinez jmartinez@OVCDC.com

Colleges

8 Bakersfield Adult School	Karine Kannikeberg	501 So. Mount Vernon, Bakersfield, 93307	661-322-7492
9 Bakersfield College	Rudy Gutierrez	1801 Panorama Dr, Bakersfield, 93306	661-395-4550
10 Cal State University Bakersfield	Career Planning Dept.	9001 Stockdale Hwy., Bakersfield, 93309	Self Post
11 Santa Barbara Business College	John Dunn, Career Services		john.dunn@SBBCollege.edu

Internet Site

12 Allaccess.com	Self Post	allaccess.com	Self Post	8
13 AmericanGeneralMedia.com	Juanita Jennings	jjennings@americangeneralmedia.com	Self Post	3
14 Craigslist.org	Self Post	bakersfield/craigslist.org	Self Post	
15 Employment Development Dept. (CalJobs)	Self Post	caljobs.ca.gov	Self Post	
16 Facebook	Rusty Burchfield	facebook.com	Self Post	
17 Radio-online.com	Self Post	radio-online.com	Self Post	
18 Radio Notas	Self Post	radionotas.com	info@radionotas.com	
19 Society of Broadcast Engineers	Self Post	sbe.org	Self Post	

Other

20 Internal	Melody Spencer	P.O. Box 2700, Bakersfield CA, 93303	m Spencer@agmgrou p.biz	4
21 Direct Contact	Networking	None	none	1
22 Referral	Networking	None	none	2
23 Walk-In	Networking	None	none	
24 Word of Mouth	Networking	None	none	

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Outreach Initiatives:

1) **Post to California Broadcasters Association**

August 1, 2016 - July 31, 2017

Listing of full-time job openings on the California Broadcasters Association, which encourages the patronage of women and minorities within the Radio Broadcast Industry

Initiative 12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

2)

Post to Radio Online

August 1, 2016 - July 31, 2017

Listing of full-time job openings on the Radio Online Website, which encourages the patronage of women and minorities within the Radio Broadcast Industry

Initiative 12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

2)

Cal Chamber/CA Harassment Prevention Training Course