

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

KWAV-FM, Monterey, California (FIN: 7714)

KIDD (AM), Monterey, California (FIN: 7721)

KYZZ -FM, Monterey, California (FIN: 15197)

The information contained in this Report covers the Period from August 1, 2006 to, and including, July 31, 2007 (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections 1, 2 and 3, which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Section 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Section 1.

Buckley Broadcasting Corporation of Monterey, the licensee of KWAV-FM, and Buckley Communications, Inc., the licensee of KIDD (AM), and Buckley Broadcasting Corporation of Salinas, the licensee of KYZZ-FM have and will continue to be Equal Employment Opportunity Employers. Buckley is committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender or religion. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

KWAV (FM) AND KIDD (AM) RADIO STATIONS

Annual EEO Public File Report

Covering the Period from August 1, 2006 to July 31, 2007

Station Employment Unit: KWAV-FM, KIDD (AM) and KYZZ-FM

Section 1: Vacancy Information

| FULL TIME POSITIONS FILLED BY JOB TITLE | RECRUITMENT SOURCE OF HIREE | TOTAL # OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION |
|---|--------------------------------|--|
| 1 Account Executive | Montereybayhelpwanted.com | 3 |
| 2 Evening Air Talent | Employee Referral | 5 |
| 3 Account Executive | Employee Referral | 15 |
| 4 Asst. PD/MD PM Drive Talent | All Access | 3 |
| 5 Asst. PD/MD PM Drive Talent | Sister Station | 4 |
| 6 Sales Assistant | Employee Referral | 3 |
| 7 Board Operator/Programming Asst. | Part-time Employee | 6 |
| Total number of persons interviewed during applicable period: | | 39 |

Section 2: Recruitment Source Information.

| Recruitment source (Name, Address, Telephone Number, Contact Person) | Total # of Interviewees this Source Has Provided During This Period (if any). | Full-time Positions For Which This Source Was Utilized |
|---|---|--|
| Alliance on Aging Senior Employment 2200 Garden Road Monterey, CA 93940 655-1334 Jan jmcguire@allianceonaging.org | 0 | 1,2,3,4,5,6,7 |
| ARBOR Career Center 344 Salinas, St #202 Salinas, CA 93901` 751-6002 Raymond Garcia | 0 | 1,2,3,4,5,6,7 |
| Cabrillo College/Job Placement 6500 Soquel Dr Aptos, CA 95003 479-6413 Kim Flock kiflock@cabrillo.edu | 0 | 1,2,3,4,5,6,7 |
| Cabrillo College/Watsonville Ctr. 318 Union St Watsonville, CA 95076 477-5134 Ann Ruiz | 0 | 1,2,3,4,5,6,7 |
| Careerworks 2045 40th Ave Capitola, CA 9500 454-4080 Attn: Career Center Terri German | 0 | 1,2,3,4,5,6,7 |
| Central Coast College 480 S. Main St Salinas, CA 93901 372-6767 Esmeralda | 0 | 1,2,3,4,5,6,7 |
| CET Job Training Center 421 Monterey St Salinas, CA 93901 424-0665 Ugendra Raj | 0 | 1,2,3,4,5,6,7 |

| | | |
|--|---|---------------|
| CET Job Training Center 10Blanca Lane Watsonville, CA 95076 728-4551 Jose Jara | 0 | 1,2,3,4,5,6,7 |
| CHISPA Housing Mgmt. 295 Main St #100 Salinas, CA 93901 757-6251 Trish Heuls gplascencia@chipsahousing.org | 0 | 1,2,3,4,5,6,7 |
| CSUMB 100 Campus Center Seaside, CA 93955 Eddy Tsing Eddy_tsing@csumb@edu | 0 | 1,2,3,4,5,6,7 |
| EDD-Monterey 480 Webster St Monterey, CA 93940 649-2928 Cal Jobs | 0 | 1,2,3,4,5,6,7 |
| EDD-Salinas 730 LaGuardia St Salinas, CA 93905 796-3696 Cal Jobs | 0 | 1,2,3,4,5,6,7 |
| EDD-Santa Cruz 2045 40th Ave. #B 464-6286 Job ID Person | 0 | 1,2,3,4,5,6,7 |
| EDD-Watsonville 18 W. Beach St Watsonville, CA 95076 763-8700 Job Services | 0 | 1,2,3,4,5,6,7 |
| Hartnell College/Job Bank 156 Homestead Salinas, Ca 93901 755-6925 Sharon Perez careers@hartnell.edu | 0 | 1,2,3,4,5,6,7 |
| Heald Business College 1450 N. Main St Salinas, CA 93912 443-1700 Serhana Uddin | 0 | 1,2,3,4,5,6,7 |

| | | |
|---|---|---------------|
| <p>Hope Center 65 San Miguel Salinas, CA 93901 422-0208 Alisa</p> | 0 | 1,2,3,4,5,6,7 |
| <p>King City One Stop 200 Broadway St Suite 62 King City, CA 93930 386-6801 Deborah McAlahney mcalahnyd@co.monterey.ca.us</p> | 0 | 1,2,3,4,5,6,7 |
| <p>Marina One Stop-Shoreline 249 10th St Bldg AA Marina, CA 93933 384-0388</p> | 0 | 1,2,3,4,5,6,7 |
| <p>Mersman & Smith Vocational 1111 Mission St. Santa Cruz, CA 95060 429-1244 Mike Mersman</p> | 0 | 1,2,3,4,5,6,7 |
| <p>Mexican American Opportunity Foundation 61 N Sanborn Rd Salinas, CA 93905 757-0753</p> | 0 | 1,2,3,4,5,6,7 |
| <p>Monterey Adult School 1295 LaSalle #8 Seaside, Ca 93955 899-1615 Patty</p> | 0 | 1,2,3,4,5,6,7 |
| <p>Monterey Peninsula College 980 Fremont St Monterey, CA 93940 646-4195 Lein Nguyen tmorales@mpc.edu</p> | 0 | 1,2,3,4,5,6,7 |
| <p>NAACP-Salinas P.O. Box 1128 Salinas, Ca 93901 Tony Anderson</p> | 0 | 1,2,3,4,5,6,7 |
| <p>Salinas One Stop 730 La Guardia Salinas, CA 93905 755-5860</p> | 0 | 1,2,3,4,5,6,7 |

| | | |
|---|---|---------------|
| Seaside One Stop 1760 Fremont Blvd. #D-2 Seaside, CA 93955 899-8236 | 0 | 1,2,3,4,5,6,7 |
| Opportunity Center 249 10th St. Marina, CA 93933 384-0386 Mike Sumida | 0 | 1,2,3,4,5,6,7 |
| Salinas Adult School 20 Sherwood Place Salinas, CA 93906 Vicky Almond vamondt@salinas.k12.ca.us | 0 | 1,2,3,4,5,6,7 |
| HOPE Services 133 Mission St. #100 Santa Cruz, CA 95060 421-9900 dburns@hopeservices.org | 0 | 1,2,3,4,5,6,7 |
| Shoreline Occupational Services 249 10th St. Marina, CA 93933 883-3300 | 0 | 1,2,3,4,5,6,7 |
| UCSC Career & Internship Services 123 Hahn Student Services Bldg Santa Cruz, CA 95064 Carrie Lincourt lincourt@uc.c.edu | 0 | 1,2,3,4,5,6,7 |
| Montereybayhelpwanted.com Website Regionalhelpwanted.com, inc 1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601 | 9 | #1,2,3,6,7 |
| Allaccess.com Website | 7 | #2,4,5,7 |
| Monterey County Weekly 668 Williams Ave Seaside, CA 93955 | 0 | #2,3,4,5,6,7 |
| Radio & Records, Inc. 2049 Century Park East, 41 st Floor Los Angeles, CA 90067 | 0 | #2 |
| Metro Santa Cruz www.metrocruz.com | 0 | #1 |

Section 3: Supplemental Recruitment Activities Undertaken by KWAV-FM and KIDD (AM) and KYZZ-FM

1. Sexual Harassment Training October 25, 2006. Hosted by Buckley Radio. General manager, Program Director, KIDD Sales Manager, General Sales Manager, Business Manager. Discrimination and sexual harassment in the workplace meeting with attorney, Keith Chrestionson. Attorney presented group with different scenarios of discrimination and sexual harassment. Presentation was followed by question and answer session.
2. Treasure Hunt Showcase October 20, 2006 Hosted by Salinas Valley and Monterey Peninsula Chambers of Commerce. Program Director, KWAV Sales Manager, KIDD Sales Manager, KIDD Operations Manager. Over 500 people attended this showcase. Staff members greeted all that approached the display and answered questions. About 75% of the attendees were female. KYZZ-FM ran an air time schedule encouraging attendance.
3. Greatest Showcase On Earth! February 21, 2007. Hosted by Aptos and Capitola Soquel Chambers of Commerce. KIDD Operations Manager, KIDD Sales Manager, KWAV Morning Co-Host, Promotions Director. Station personnel met and greeted most of the 300 guest and answered questions. Approximately 70% of the attendees were women with 65% Hispanic Job applications were available for future openings.
4. 18th Annual Business Fair “Doing Business in Surf City” Santa Cruz. March 21, 2007. Hosted by Santa Cruz Chamber of Commerce. General Sales Manager, Salespersons from Santa Cruz office. KWAV midday air talent, Promotions Director. About 700 guests attended. Personnel talked with many people that stopped by and answered questions. Most of the guests were female, about 70% of this 50% were Hispanic. All three stations ran air schedules promoting this business fair.
5. 14th Annual Community Job Fair. April 10, 2007. General Sales Manager, KIDD Sales Manager, Business Manager. Hosted by the Employment Development Department. About 20 people attended. The positions open were salesperson and part time street team member. We spoke to two women who were interested in the salesperson position. Many other guests took job applications. Questions were asked as to what type of positions are at radio stations.
6. Job Fair May 10, 2007. Hosted by Monterey Peninsula College. Program Director, General Sales Manager, KIDD Sales Manager. Approximately 125 people attended. We were seeking part-time street team members. Resumes were received and will be held for future openings.
7. 2007 Community Expo “Fast Track to Success” Hosted by the Salinas Valley Chamber of Commerce and Salinas Californian. May 16, 2007. General Sales Manager, KIDD Operations Manager, KIDD Sales Manager, Program Director, Promotions Director. Approximately 1200 – 1500 people attended. Staff greeted many of the guests and answered questions regarding radio in general. 65% of the attendees were Latino and 60% female. Job applications were available. Air time schedules ran on all stations promoting this event.
8. Intern. November, 2006 – June, 2007. The Intern was a senior at Monterey High School and scheduled to work up to 15 hours per week. She learned how to answer multiple phone lines and file in addition to learning how to select music and put together commercials. Her tasks involved administration, programming and productions departments.
9. 12th Annual County wide Spelling Bee, March 11, 2007. Hosted by Monterey County Office of Education and Community Partners. KWAV Morning Co-Host pronounced spelling words for students. Winner goes onto represent Monterey County at the Scripps National Spelling Bee.
10. Sports Professions and Recreation Careers Academy (SPRCA) Presentation, February 13, 2007. Hosted by Monterey High School. KWAV Morning Co-Host was a guest speaker. He discussed the requirements for the position he holds and his history in broadcasting.
11. Intern June, 2007 A student at a local high school. He is working for the summer with the Promotion Department with outside events and with, Programming and Productions Departments entering songs into a music program.
12. Intern June, 2007 She is a student at a local high school working with Promotions Director assisting with stations remotes and with the Business Manager doing clerical work..