

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:

5/23/2008 to 5/22/2009

1) Employment Unit: * Americom, L.P.
 ** Americom Las Vegas Limited Partnership
 (Americom and ALVLP are affiliated entities. All Stations reported on this
 form are co-located and share at least one employee.)

2) Unit Members (Stations and Communities of License):

* KODS(FM)	Carnelian Bay, CA
** KBZZ(AM)	Sparks, NV
** KJFK(AM)	Reno, NV
** KLCA(FM)	Tahoe City, CA
** KRNO(FM)	Incline Village, NV
** KZTQ(FM)	Carson City, NV

3) EEO Contact Information for Unit Members:

Mailing Address: 961 Matley Lane, Suite 120 Reno, NV 89502	Telephone #: (775) 829-1964 Contact Person: Heather Welch E-mail Address: hwelch@americombroadcasting.com
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4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
<u>1. Sales Assistant</u>	<u>Internet Posting - RenoHelpWanted.com</u>
<u>2. National/Regional Sales Assistant</u>	<u>Internal Posting</u>
<u>3. Business Manager</u>	<u>Internet Posting - RenoHelpWanted.com</u>
<u>4. Business Manager</u>	<u>Internet Posting - RenoHelpWanted.com</u>

5. Job Title: Sales Assistant (1)

Referral Source(s) of Hiree: INTERNET POSTING - RENOHELPWANTED.COM

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Telephone	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
RenoHelpWanted.com (RegionalHelpWanted.com)	Eric P. Straus	1 Civic Center Plaza, Ste 506	Poughkeepsie, NY	12601	914-471-1450	3	NO
Internal Posting (On Premises)	Dianna Harvey, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	1	NO
Station Websites	Dianna Harvey, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	0	NO

5. Job Title: NAT/REG SALES ASSISTANT (2)

Referral Source(s) of Hire: INTERNAL POSTING

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Telephone	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
RenoHelpWanted.com (RegionalHelpWanted.com)	Eric P. Straus	1 Civic Center Plaza, Ste 506	Poughkeepsie, NY	12601	914-471-1450	0	NO
Internal Posting (On Premises)	Dianna Harvey, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	1	NO

5. Job Title: BUSINESS MANAGER (3)

Referral Source(s) of Hiree: INTERNET POSTING - RENOHELPWANTED.COM

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Web/ Telephone	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Community Services of Northern Nevada	Karen Cosnan	P.O. Box 10167	Reno, NV	89510	775-786-6023	0	NO
Internal Posting	Dianna Harvey, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	0	NO
Inter-Tribal Council of Nevada	Edith Carigan, Personnel Dir.	P.O. Box 7440	Reno, NV	89510	775-355-0600	0	NO
Jenex Services	Valerie Popovich	2983 Lida Lane	Sparks, NV	89434	775-337-8383	0	NO
NAACP - Reno/Sparks	Rose Gordon, President	P.O. Box 7757	Reno, NV	89510	775-322-2992	0	NO
Nevada Hispanic Service Corporation	Carmen Mills	3905 Neil Road	Reno, NV	89502	775-826-1818	0	NO
Station Websites	Dianna Harvey, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	8	NO
RenoHelpWanted.com (RegionalHelpWanted.com)	Eric P. Straus	1 Civic Center Plaza, Ste 506	Poughkeepsie, NY	12601	914-471-1450	6	NO
State of NV Dept. of Employment Security	Carolyn Beaver	4001 S. Virginia Street #11	Reno, NV	89502	775-834-1970 x270	0	NO
ProNet	Job Postings	560 Mill St. Suite 200	Reno, NV	89502	775-336-5450	0	NO
My Journey Home	Elaine Voigt	900 W. 1st St. Ste. 200	Reno, NV	89503	775-772-4641	0	YES
Career College of Northern Nevada	Mitzie Going	1195 Corporate Blvd.	Reno, NV	89502	775-856-2266	0	NO
Sierra Nevada Job Corp / Career Transitions	Kathy Gardella / Tim Renner	5005 Echo Ave.	Reno, NV	89506	775-972-5627	0	NO
Nevada Business Leadership	Cheryl Katzmark, Director	1045 Lander St.	Reno, NV	89509	www.nv-blm.com	0	YES
Walk-in	n/a	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	0	NO
Univ. of NV, Reno (Reynolds School of Journalism)	Warren Lerude	Mail Stop 310	Reno, NV	89557	775-322-8400	0	NO
Univ. of NV, Reno (School of Business)	Career Center, Jane Bessette	Mail Stop 024	Reno, NV	89557	775-856-2266	0	NO
Sierra Nevada College	LeaAnn Malone	P.O. Box 4269	Incline Village, NV	89450	775-831-1314	0	NO
Advertising Association of Northern Nevada (A2N2)	Dennis Rexrode	P.O. Box 12333	Reno, NV	89510	www.A2N2.com	0	NO
Sierra Nevada Job Corp / Career Transitions	Kathy Gardella / Tim Renner	5005 Echo Ave.	Reno, NV	89506	775-972-5627	0	NO

5. Job Title: BUSINESS MANAGER (4)

Referral Source(s) of Hiree: INTERNET POSTING - RENOHELPWANTED.COM

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Telephone	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
RenoHelpWanted.com (RegionalHelpWanted.com)	Eric P. Straus	1 Civic Center Plaza, Ste 506	Poughkeepsie, NY	12601	914-471-1450	3	NO
Internal Posting (On Premises)	Sandy Wilcox, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	0	NO
Station Websites	Sandy Wilcox, HR Manager	961 Matley Lane, #120	Reno, NV	89502	775-829-1964	1	NO

6) Total # of Interviewees Referred: For the period from 5/23/2008 to 5/22/2009
This Employment Unit interviewed 23 interviewees for Full-Time job vacancies.

Response by source:

Internal Posting	2
RenoHelpWanted.com	12
Station Websites	9

7) Supplemental Recruitment Initiatives:

(a) Initiative: INTERNSHIP PROGRAM

The station employment unit has established an ongoing internship program designed to assist members of the community to acquire skills needed for broadcast employment. The station employment unit works with several educational institutions and local organizations including, the Washoe County School District, the University of Nevada, the Reno School of Journalism, Career Center, and local organizations such as CitiLift Special Services. The Business Manager and the Program Manager administer the internship program. They coordinate with the Station Managers so that station employment unit personnel are able to work closely with each intern, to teach them all aspects of radio broadcasting including programming, promotions, production, and clerical work. They also report to the organizations on the interns' progress and confirm that all parties have the information needed for the interns to earn their course credits. The station employment unit has developed a procedures manual for its internship program to make all department internship programs consistent. The station employment unit advertises for internships through on-air promotion, station websites, and job fairs. During this reporting period, the station employment unit had a total of three interns, one each from the Washoe County School District Job Development Program; the University of Nevada, Reno - Air National Guard; and the University of Nevada, Reno.

(b) Initiative: PARTICIPATION IN EVENTS OR PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

The station employment unit participated in events and programs sponsored by educational institutions relating to career opportunities in broadcasting.

Station Tour - March 11, 2009 - Billenghurst Middle School

On-Air Talent gave a station tour to a group of students from the Washoe County School District, Billenghurst Middle School journalism/kids news program on March 11, 2009. The tour consisted included a question and answer session where careers in broadcasting were discussed, and the station employment unit followed it up with a live on-air interview with the students about their experiences.

Station Tour - November 7, 2009 - University of Nevada, Reno

The station employment unit's Program Director met with several students from the journalism program at the University of Nevada, Reno, on November 7, 2008. Under the direction of Professor Warren Lerude, the Program Director gave a tour of the station facilities. The tour concluded with a question and answer where students and the PD discussed careers in broadcasting.

Job Shadowing - June 5, 2008 - Washoe County School District

Americom works with the Washoe County School District Job Development Program. Under the supervision of the Program Director at our offices in Reno, students have the opportunity to shadow an employee of the station employment unit. This allows the student to observe the day-to-day activities of station personnel and ask questions about careers in radio broadcasting. Students learn the basics of professional development, such as: hours of work, office etiquette, teamwork, interviewing and resume skills, as well as specific skills related to careers in broadcasting. In June, the station employment unit had a student from Reed High School participate in this program. During this reporting period, the SEU had one student participate in this program, with an open opportunity to other students to participate in the future.

(c) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY

The station employment unit participated in events sponsored by organizations representing groups present in the community interested in broadcast employment issues.

Station Tour and Community Outreach - November 20, 2008 - "kids r kids"

On-Air Talent gave a tour to a group of children from the "kids r kids" program in association with the Evelyn Mount Community Outreach Project, on November 20, 2008. The goal of this tour was the bring awareness to the students how radio and a job in radio can help the community and help fundraise for the homeless community. The tour included a question and answer session and live on-air interviews with the students.

"Big for a Day" Event - February 27, 2009 - Big Brothers and Big Sisters

On-Air Talent personnel and the Program Director worked with the Big Brothers and Big Sisters program in 2009 with the "Big for a Day" event in which the KLCA morning show received a certificate of appreciation from Pat Fling and Robin Andrews of the Big Brother and Big Sister programs on February 27, 2009. This was an opportunity for students to see what opportunities are available in radio.

Promotion of Community Job Fairs - October 2008 - City of Reno Job Fair

The station employment unit did not conduct job fairs over the past year due to the current recession and the SEU made certain staff cuts over the period. The station employment unit did however promote a job fair for the City of Reno. This event was held in October 2008. The SEU promoted the event in its news stories, public service announcements, and postings on the station websites.

Promotion of Community Job Fairs - April 2009 - City of Sparks Job Fair

The station employment unit did not conduct job fairs over the past year due to the current recession and the SEU made certain staff cuts over the period. The station employment unit did however promote a job fair for the City of Sparks. This event was held in April 2009. The SEU promoted the event in its news stories, public service announcements, and postings on the station websites.

(d) Initiative: PARTICIPATION IN JOB BANKS AND INTERNET PROGRAMS

The station employment unit has participated on an ongoing basis with online job banks designed to promote outreach generally.

HereToHelpReno.com

Americom Broadcasting and the station employment unit have created and have been promoting (via station websites, public service announcements, and stories in the news) a website dedicated to helping area listeners find employment in these challenging economic times. The website (www.heretohelpreno.com) focuses on job openings in the Northern Nevada area and provides information on how to look for work, interview, and secure a job.

RenoHelpWanted.com Job Bank

The station employment unit has partnered with RenoHelpWanted.com (Regional HelpWanted.com is the parent company), along with Reno Radio Representatives, since June 2000. RenoHelpWanted.com is an internet job bank service connecting businesses interested in recruiting from within the community with individuals interested in applying for job openings within the community. The station employment unit runs weekly schedules on all six radio stations and has a link to the RenoHelpWanted.com website on each of the station websites in the station employment unit. The website offers online Career Fair Tools and promotions. The station employment unit also uses RenoHelpWanted.com as a recruitment source, with which they have had a great deal of success. RenoHelpWanted.com has a resume bank that the station employment unit uses to search for qualified applicants.