

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2009 through May 31, 2010.

Employment Unit Location/Name: Riviera Broadcast Group, LLC, KEXX-FM(formerly KEDJ-FM), KKFR-FM Phoenix, Arizona

Unit Members (List all station call signs and communities of license): KEXX-FM (formerly KEDJ-FM) Scottsdale, Arizona, KKFR-FM Phoenix, Arizona

EEO Contact Information for Unit Member:

Mailing Address: 4745 North 7 th Street, Ste 410 Phoenix, Arizona 85014	Telephone Number: 602-648-9800
	Contact Person: Shelly Brown
	E-mail Address: sbrown@rbgphx.com

List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Morning Show Talent (KEDJ-FM)	Internal Job Posting
2. Account Executive (KEDJ-FM, KKFR-FM)	KKFR website
3. Account Executive (KEXX-FM, KKFR-FM)	Employee Referral
4. On Air Talent Afternoon (KKFR-FM)	* Internal Promotion/Transfer

* exigent circumstances

Riviera Broadcast Group is an Equal Opportunity Employer.

1) Job Title: Morning Show Talent

Referral Source(s) of Hiree: Internal/industry Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriguez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
KEDJ -FM	website	www.theedge1039.com	website	No
All Access	website	www.allaccess.com	website	No
FMQB	website	www.fmqb.com	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No
TV/Radio Jobs	website	www.tvandradiojobs.com	website	No

2) Job Title: Account Executive

Referral Source(s) of Hire: KKFR Website

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Svcs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
KEDJ-FM KKFR-FM	website	www.theedge1039.com www.power983fm.com	website	No
All Access	website	www.allaccess.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	NO
TV/Radio Jobs	website	www.tvandradijobs.com	website	No

3) Job Title: Account Executive

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Alpha Pacific Institute	Kerry Waters	4801 E McDowell Rd, Suite 200 Phoenix, AZ 85008	602-244-0300	Yes
Arizona Latino Media Association	Anita Leach	PO Box 1168 Phoenix, AZ 85001	602-444-8473	Yes
Area Agency on Aging	Karissa Bonkrude	1366 E Thomas Road, Suite 108 Phoenix, AZ 85014	602-579-3082	Yes
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 E Washington, Ste. #350 Phoenix, AZ 85004	602-307-5200	Yes
Chicanos Por La Causa	Blanca Nunez	3150 N 35 th Ave, Suite #5 Phoenix, AZ 85017	602-269-6485	Yes
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Fresh Start Womens Foundation	Amy Stake	1130 E McDowell Rd Phoenix, AZ 85004	602-261-7161	Yes
Gateway Community College	Stacie Covington	108 N 40 th St Phoenix, AZ 85034	602-286-8500	Yes
Maricopa County NAACP	Rev. Oscar Tillman	P.O. Box 20883 Phoenix, AZ 85036	602-252-4064	Yes
Native American Connections	M. Stilwell	4520 N Central Ave, Ste# 610 Phoenix, AZ 85012	602-254-3277	Yes
Phoenix Indian Center, Inc.	Native Workforce	4520 N Central Ave #250 Phoenix, AZ 85012	602-264-6768	Yes
Phoenix Job Corp	Che Collins	518 S. 3 rd St Phoenix, AZ 85004	602-322-2895	Yes
KEXX-FM KKFR-FM	website	www.x1039phoenix.com www.power983fm.com	website	No
Career Builder	website	www.careerbuilder.com	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	NO
TV/Radio Jobs	website	www.tvandradiojobs.com	website	No

Total # of Interviewees Referred by Each Source: For the period from June 1, 2009 to May 31, 2010 this Employment Unit interviewed 19 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) www.allaccess.com	2
(2) www.power983fm.com	3
(4) Internal Posting	4
(5) Internal/Industry Referral	10

Supplemental Recruitment Measures

Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. Riviera Broadcast Group participated in the ASU Spring Career and Internship Fair. This event offered awareness and information designed to inform students of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted and also had the authority to hire.	April 9, 2010	Promotions Manager and Promotions staff

General Outreach Efforts

Description of Supplemental Recruitment Measure:	Description of Supplemental Recruitment Measure:	Description of Supplemental Recruitment Measure:
1. www.x1039phoenix.com 2. www.power983fm.com	Continual Posting	Riviera Broadcast Group has included language on their station websites which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them

Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>1. Internship Program Schools Participating: ASU, Scottsdale Community College, Glendale Community College and Walter Cronkite School of Journalism and Mass Communication. Riviera Broadcast Group provides internship program for university students in the fields of programming, and promotions. Through the station's established relationship with major colleges in the Phoenix market and professors in the specific discipline of broadcasting/journalism, Riviera Broadcast Group solicits universities directly as opening become available. College students are provided an opportunity to work with the station and earn college credit for real world experience. The station provides the necessary information to the schools so that students receive earned credit and students receive guidance under the supervision of one or several station managers. Programs are typically 13 weeks in duration.</p>	<p>Per semester</p>	<p>MD/Asst Program Director Promotions Manager Sales Manager</p>
<p>2. KKFR was on campus at various high schools through out the valley on Fridays for lunch mixers. Staff was available to answer any questions that Students had regarding careers in radio broadcast.</p>	<p>Every Friday from Aug 2009 through May 2010</p>	<p>Promotions Director Promotions Coordinator Promotion Assistants On Air staff</p>

Employee Training Programs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>Riviera Broadcast Group has an internal policy that any employee may learn any aspect of radio that is outside of the employee's current job responsibility, so the employee can acquire the necessary skills to qualify them for other positions, including higher level positions. At the employee's request, a mentor in the area about which the employee wishes to learn will train the employee and expose him or her to the skills necessary for the job.</p>	<p>On-Going</p>	<p>Sales Intern Sales Manager Program Director Programming Intern Promotions Director Promotions Intern</p>
<p>Upon hire managers and supervisors are trained on EEO Guidelines. These sessions provide training to management Level personnel responsible for ensuring the stations compliance with Federal EEO rules and regulations.</p>	<p>On-Going</p>	<p>Human Resources Management/Supervisors</p>