

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period: 5/23/2009 to 5/22/2010

1) Employment Unit: *Americom, A California Limited Partnership
 **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

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

Job Title	Recruitment Source Referring Hiree
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NONE

6) Total # of Interviewees Referred: For the period from 5/23/2009 to 5/22/2010

This Employment Unit interviewed 0 interviewees for Full-Time job vacancies.

Response by source:	0
Internal Posting:	0
renohelpwanted.com:	0
website:	0

7) Supplemental Recruitment Initiatives:

List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(a) Initiative: JOB SHADOWING

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On October 15, 2009, a student from Billingshurst Middle School's media program participated in our job shadowing program. Americom offers this program in conjunction with the Washoe County School District Job Development Program. Under the supervision of Program Director Bill Schulz at our offices-961 Matley Lane, #120 in Reno, the student shadowed an employee of Americom and its stations, observing and asking questions about a career in radio broadcasting. This can also be described as an in-depth "field trip." The students learned basics such as: hours of work, office etiquette, teamwork, interviewing and resume skills, as well as specific skills related to broadcasting.

(b) Initiative: INTERNSHIP PROGRAM

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

Americom and its stations located at 961 Matley Lane, #120, Reno NV 89502, work with Washoe County School District, University of Nevada, Reno School of Journalism, Career Center, Truckee Meadows Community College ("TMCC") and local organizations such as CitiLift Special Services. Business Manager Heather Welch and Program Director Bill Schulz administer the internship programs, coordinating with other station managers to work closely with each individual intern and teach them all aspects of radio broadcasting, including programming, promotions, production, and office management. They also report to each intern's institution on the intern's progress and makes sure they have all the information needed for the intern to earn course credits. We have developed a procedural manual for our internship program to make all departments consistent. We also advertise our internships through on-air promotion, websites and job fairs.

From March thru June 2010, we had an intern from the Washoe County School District Job Development Program.

From October to December, 2009 we had an intern from University of Nevada, Reno

From January through March 2010 we had an intern from the TMCC, Reno.

(c) Initiative: PARTICIPATION IN JOB BANKS AND INTERNET PROGRAM - RENOHELPWANTED.COM

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

Americom, its stations and sales division Radio Representatives have been partnering with RenoHelpWanted.com ("RHW.com)", a franchise of RegionalHelpWanted.com, since 6/1/2000). RHW.COM is an internet job bank service for businesses interested in recruiting from within the community and for individuals interested in applying for job openings within the community. Under the direction of business manager Heather Welch, We run on-air promotions for RHW.COM on all six radio stations and have links to the RHW.COM website on each of our individual station websites. We also post openings on, and otherwise use, RHW.com as a recruitment source, which has been very successful for us. Renohelpwanted.com has a resume bank available for us to search for qualified applicants. They also offer on-line Career Fair Tools and promotions.

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

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On September 15, 2009, Americom employee Trey Valentine (on-air talent) gave a tour at 961 Matley Ln., #120 Reno NV 89502 to a group of students from Boy Scouts of America, Reno. The tour consisted of a tour of the facilities, and a question and answer session regarding careers in radio.

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

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On June 12, 2009, Americom Program Director Bill Schulz met with several persons from the WARC (Washoe Association of Retarded Citizens). Under Mr. Schulz gave a tour of our facilities located at 961 Matley Ln., Suite 120 Reno, NV 89502. The tour was followed by a question and answer session regarding careers in radio.

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

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On November 20, 2009, Americom employee Shawn Hoston "Panama" (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. The goal of this tour was the bring awareness to the community and help raise funds for a turkey drive for the homeless community. The group toured the facilities located at 961 Matley Ln., Suite 120, Reno, NV 89502. The tour was followed by a question and answer session regarding careers in radio, and a live on-air interview with the children.

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

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On February 27, 2010, Americom employees: Connie Wray (on-air talent), Trey Valentine (on-air talent), Bill Schultz (Program Director) worked with the Big Brothers and Big Sisters program in 2010 on the "Big for a Day" Event, for which they received a certificate of appreciation from Pat Fling and Robin Andrews of the Big Brother and Big Sister programs. At this event, Mr. Valentine also discussed careers in radio with attendees and participants.

(h) Initiative: STATION SPONSERED AND HOSTED JOB FAIR

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On March 1, 2010 from 3 p.m. to 5 p.m., Americom conducted job fair on at 961 Matley Properties, Suite 120 Reno, NV 89502. The job fair was promoted on our stations' websites and advertised on the air by all of our stations. The following jobs were listed in the advertising: part-time studio control operator, part-time remote technicians, and other various part-time positions. Program Director Bill Schulz, Business Manager Heather Welch and General Manager Daniel Cook participated in this event.

(i) Initiative: STATION SPONSERED CAREER DAY AT SCHOOL

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On April 9, 2010, Americom participated in a career day event at Pleasant Valley Elementary School located at 405 Surrey Drive, Pleasant Valley, NV 89521. Americom On-air personality Greg Thomas gave a presentation to the students describing what it is like to work in radio broadcasting, which was followed by a question and answer session with the students.