

**RIVIERA BROADCAST GROUP, LLC
 KKFR-FM, KEXX-FM, KVIB-FM
 EEO PUBLIC FILE REPORT
 JUNE 1, 2010-MAY 31, 2011**

I. VACANCY LIST

See Section II, the “**Master Recruitment List**” (“**MRS**L”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive KVIB	1,5,7-13,16-20,22,27,32 33,38,40,45-46,50	22
Account Executive KKFR	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	11
Account Executive KKFR	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	12
*Promotions Director KVIB	11	11
Account Executive KKFR	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	12
Account Executive KKFR	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	11
Account Executive KKFR	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	12
Account Executive KVIB	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	11
Promotions Director KEXX	1,4-5,7-13,16,18-20,25 27,29,32-34,38,40,44-46	11
Production Director KVIB	1,4-5,7-13,16,18-20,23 25,27,29,32-34,38,40,44-46	OPEN
Midday Air Talent -KKFR	1,7-13,16,18-20,25,27,29, 32-33,34,38,40,44-46	27
Sales Manager KKFR	27	27
Sales Assistant RBG	27	27
Morning Show Air Talent -KKFR	27	27
Afternoon Air Talent- KVIB	27	27
Evenings Air Talent- KKFR	27	27
Account Executive - KEXX	1,5,7-13,16-20,22,27,32- 33,38,40,45-46,50	11
Graphic Design Specialist – RBG	1,4-5,7-13,16-20,23,25,27,31-34,37- 38,40-41,44-46,51	OPEN

*exigent circumstance

This report provides recruitment data collected from June 1, 2010 - May 31, 2011.

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 June 1, 2010- May 31, 2011**

II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
1	Maricopa County NAACP Contact: Rev. Oscar Tillman P.O. Box 20883, Phoenix AZ 85036 tillmannaacp@aol.com (P) 602-252-4064 (F) 602-252-2954	Yes 12/22/08 Mail	
2	Maricopa Community Colleges 2411 West 14 th Street Tempe, AZ 85281 (P) 480-731-8000 www.maricopa.edu this will post on 10 college sites	No	
3	American Women In Radio & Television (AWRT) 1760 Old Meadow Rd., Suite 500 McLean, VA 22102 www.awrt.org	No	
4	Arizona broadcasters Association 426 N 44 th St, Phoenix, AZ 85008 (P) 602-252-4833 www.azbroadcasters.org	No	
5	Phoenix Indian Center Contact: Debra Tso~602-264-6768 x 2205 4520 N Central Avenue, #250 Phoenix , AZ 85012 debrat@phxindcenter.org (P) 602-264-6768 (F) 602-274-7486	Yes 12/22/08 Mail	
6	Arizona Hispanic Chamber of Commerce Contact: Job Developer 255 E. Osborn Road, Suite 201, Phoenix, AZ 85012 (P) 602-279-1800 (F) 602-258-7288	No	
7	DES- Arizona Workforce Connection Contact: Steve Berroth 4635 S Central Ave, Phoenix, AZ 85040 sberroth@azdes.gov (P) 602-276-5587 x 7003 (F) 602-268-3594 Job order form required	Yes 12/30/08 4/25/11 Email Job order form	
8	Alpha Pacific Institute & Studios Contact: Mike Petry 4801 E McDowell Rd, Suite 200, Phoenix , AZ 85008 petrypetry@hotmail.com (P) 602-244-0300 (F) 602-244-0304	Yes 4/27/09 4/20/11 Email	
9	The Angels of New Hope Attn: Rashaad Thomas 1075 N Miller Rd. Apt. 103 Scottsdale, AZ 85257 Rashaad.thomas@yahoo.com (P) 480-330-2274	Yes 8/12/10 Email/Mail	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
10	The Greater Phoenix Black Chamber of Commerce Attn: Heather Marie Holmes 201 E Washington St, Suite #350 Phoenix, AZ 85004 heather@phoenixblackchamber.com (P) 602-307-5200 (F) 602-307-5204	Yes 1/6/09 4/25/11 Email	
11	Employee Referral / Word Of Mouth	No	17
12	Riviera Broadcast Group Websites & On air Broadcast. www.951latinovibefm.com www.x1039phoenix.com www.power983fm.com	Yes	25
13	Walk- Ins / Self-Inquiry	No	
14	Goodwill Industries Contact: Placement Director 1726 W Camelback Rd, Phoenix , AZ 85015 (P) 602-864-0810	No	
15	Greater Phoenix Urban League Contact: Mel Hannah ~ mhannah@gphxul.org 1402 S. 7 th Avenue, Phoenix, AZ 85007 (P) 602-254-5611 x 105 (F) 602-253-7359	No	
16	Phoenix Job Corps Center Attn: Che Collins 518 S 3 rd Street, Phoenix , AZ 85004 (P)602-322-2895 (F) 602-322-6611	Yes 12/23/08 Mail	
17	Sun Devil Career Center- Arizona State University P.O. Box 871312, Tempe, AZ 85287 Contact: Employer Service (P) 480-965-2350 (F)480-965-2120 www.asu.edu/career	No	2
18	Chicanos Por La Causa Contact: Blanca Nunez 3150 N 35 th Ave, Suite #5, Phoenix AZ 85017 (P) 602-269-6485 (F) 602-352-5985 Blanca.nunez@cplc.org	Yes 12/23/08 Email/Mail	
19	Arizona Latino Media Association Contact: Anita Leach P.O. Box 1168, Phoenix, AZ 85001 Nitlea602@msn.com (P) 602-444-8473	Yes 1/12/09 Email	
20	Fresh Start Women's Foundation Contact: Amy Michalenko 1130 E. McDowell Rd., Phoenix, AZ 85006 amichalenko@fswf.org (P) 602-261-7161 (F) 602-257-9691	Yes 12/22/08 4/25/11 Email	
21	Arizona Women's Education And Employment (AWEE) 914 W Hatcher Rd, Phoenix, AZ 85021 (P)602-371-1216	No	
22	www.careerbuilder.com	No	10

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
23	CRAS Conservatory of Recording Arts & Sciences 1205 North Fiesta Boulevard Gilbert, AZ 85233 Attn: Becky Fimbres 480-858-9400 (P) 480-633-0916 (F) becky@cras.org	Yes 4/22/11 Email	
24	Inside Radio Classified www.insideradio.com (P) 602-200-6800	No	
25	www.radioonline.com	No	2
26	Women in Communication Contact: Employment Specialist 18845 N 42 nd Place, Phoenix , AZ 85050-3357 (P) 480-922-0707	No	
27	Internal Promotion/Transfer. On site job posting	Yes	12
28	Department of Veteran Affairs Contact: Russell Singleton 3333 N Central Ave, Phoenix, AZ 85012 (P) 602-627-2785 (F) 602-627-2804	No	
29	All Access www.allaccess.com	No	7
30	DeVry Technical Institute Contact: Career Services 2149 W Dunlap, Phoenix, AZ 85021 (P) 602-216-7700 (F) 602-943-4108	No	
31	ITT Technical Institute Contact: Niki McKinney 5005 S Wendler Dr, Tempe AZ 85282 nmckinney@itt-tech.com (P) 602-437-7500 x 510 (F) 602-437-7511	Yes 4/25/11 Email/Mail	
32	Age Works, LLC Contact: :Karissa Brnak 1366 E Thomas Rd, Suite 108, Phoenix, AZ 85014 (P) 602-241-6159 (F) 602-230-9132 karissa.brnak@aaaphx.org	Yes 12/23/08 4/25/11 Email	
33	Native American Connections Contact: M. Stilwell 4520 N Central Ave, Ste# 610, Phoenix, AZ 85012 (P)602-254-3277 (F) 602-256-7356	Yes 12/19/08 Mail	
34	www.entertainmentcareers.net	No	2
35	National Black MBA Association Contact: Kathy Andrews P.O. Box 27601, Tempe, AZ 85285	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
36	Chicanos Por La Causa Womens Care Center Contact: Juanita Mingus 1402 S Central Ave, Phoenix, AZ 85004 (P) 602-271-4644 (F) 602-943-4057	No	
37	Phoenix College Contact: Patricia Morales-Olagua 1202 W Thomas Rd, Phoenix, AZ 85013 (P)602-285-7420 (F) 602-285-7951 careerservices@pcmail.maricopa.edu	Yes 5/5/11 Email	
38	DK Advocates 2106 North 24 th Street Phoenix, AZ 85008 chester@dkajobs.com (P) 602-277-5787 (F) 206-277-7377	Yes 10/23/09 Email	
39	Arizona State University-Walter Cronkite School Contact: Mike Wong P.O. Box 871305, Tempe, AZ 85287-1305 (P) 480-965-5011	No	
40	Gateway Community College Contact: Jessica Brosilo 108 N 40 th St, Phoenix, AZ 85034 (P) 602-286-8500 (F) 602-286-8151 careercenter@gatewaycc.edu	Yes 12/23/08 5/3/11 Email	
41	Govenor's Office of Equal Opportunity Contact: Erika Quintero 1700 W Washington, #156, Phoenix, AZ 85007 602-542-3712 (F)	Yes 4/25/11 Mail	
42	Hispanic Market Weekly 2526 Ponce de Leon Blvd Suite 285 Coral Gables, FL 33134 www.hispanicmarketweekly.com	No	
43	www.ad2phoenix.com	No	
44	TVandRadiojobs.com	No	
45	Schools Incorporated Contact: Ms Janet Wood P.O. Box 45541 Phonenix, AZ 85064-5541 www.schoolsinc.org , 602-841-2532 (p)	Yes 12/4/09 Mail	
46	AARP Foundation Workshop Contact: Dan Sarro 5119 N 19 th Ave, Ste. A Phoenix, AZ 85015 www.aarpworksearch.org 602-841-0403 (P) 602-864-0142 (F)	Yes 12/4/09 Mail	
47	One Step Beyond Attn: Bri Donathan 8877 W Union Hills Dr, Peoria, AZ 85382 www.osbi.org 623-266-7490 (P) 623-266-7491 (F)	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
48	www.voicehunter.com Contact: casting@voicehunter.com P.O. Box 1266, Weston, CT 06883 1-866-810-1922(P) 954-834-8132 (F)	No	
49	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, AZ 85016 602-312-1045 (P) 480-994-4155 (F)	No	
50	Accendo International 4535 Shetland, Suite 300 Houston, TX 77027 1-800-656-1788 (P) 281-520-4729 (F)	No	
51	Phoenix Workforce Connections Attn: Yomi Owoyemi 1700 W Washington Street, Ste. 600 Phoenix, AZ 85007 Yomi.owoyemi@phoenix.gov (P) 602-861-0208 x 1023 (F) 602-944-3531	Yes 7/27/10 Email job order form	

TOTAL INTERVIEWEES:

77

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III. RECRUITMENT INITIATIVES
FOR PERIODS OF JUNE 1, 2010- MAY 31, 2011

Type of Recruitment Initiatives	Brief Description of Activity
<p>General Outreach Efforts: List upper-level category openings in a job bank, Internet Programs or newsletter of women and minority media trade groups.</p>	<p>Riviera Broadcast Group continues to post every full time position, with women and minority trade groups and job banks. We continually post our positions with the following organizations:</p> <ul style="list-style-type: none"> • ASU Walter Cronkite School of Broadcasting • Arizona Broadcaster Association • Arizona Latino Media Association • www.951latinovibefm.com • www.x1039phoenix.com • www.power983fm.com • On air recruitment broadcast <p>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.</p>
<p>Participate in Job Fairs</p>	<p>Riviera Broadcast Group participated in the ASU June Career and Internship Fair held on June 23, 2010 at the Tempe campus. This event offered awareness and information designed to inform students and alumni of the varied career opportunities available in the broadcasting industry, and of the job skills necessary to compete for them. Personnel present accepted applications/resumes.</p> <p>Riviera Broadcast Group co-sponsored the Arizona Broadcasters Association Career Fair held at Scottsdale Community College on April 7, 2011. This event was promoted by our stations KKFR, KEXX and KVIB. Riviera Human Resources, Sales and Promotion staff were present to answer questions regarding careers in radio broadcasting and accepted applications/resumes from interested candidates.</p> <p>Riviera Broadcast Group co-sponsored the Diversity Career Fair held on May 4, 2011 at The Grace Inn, Phoenix. This event was promoted on air and on our stations websites by our stations KKFR, KEXX and KVIB. Riviera Human Resources, Sales and Promotion staff were present to answer questions regarding careers in radio broadcasting and accepted resumes.</p> <p>Riviera Broadcast Group participated in the ASU Career Mixer held on May 16, 2011 at the Tempe Campus. This event offered information to students and alumni about internships and career opportunities available at Riviera. Personnel present accepted applications/resumes.</p>

<p>Participate in EVENTS/Programs Sponsored by Educational Institutions Relating to Broadcast Careers</p> <p>Internship Program</p>	<p>Riviera Broadcast Group Chief Operating Officer, Jose Rodiles sits on the board of the Walter Cronkite School of Journalism and Mass Communications for ASU. The board meets quarterly and consists of Phoenix area media owners, executives, and managers. The board appropriates funding, discretionary program enhancements, and program development for the school.</p> <p>Management participated in the Walter Cronkite School Of Journalism and Mass Communication Luncheon held November 12, 2010. This event raises important funds that enable the school to purchase state-of-the art equipment for student use, offer innovative and interactive journalism courses and bring World renowned journalists and media experts to campus.</p> <p>Riviera Broadcast Group participated in the Art Institute of Phoenix Internship Fair held on May 17, 2011 at the Art Institute campus. Our Internship Director was present to inform students about our Internship programs at Riviera.</p> <p>Internship Program Schools Participating: ASU, Scottsdale Community College, Glendale Community College, Paradise Valley Community College, Art Institute of Phoenix and Walter Cronkite School of Journalism and Mass Communication.</p> <p>Riviera Broadcast Group provides an 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 openings 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>Participate in Events Sponsored by Local Organizations Interested in Broadcast Employment</p>	<p>Riviera Broadcast Group, General Sales Manager, Participated in the National Hispanic Women's Conference held Oct 21st and 22nd, 2010 in Phoenix, AZ. As a media representative she helped to raise funds for scholarships for Hispanic Women.</p> <p>Riviera Broadcast Group General Sales Manager participated in the DATOS 11 Event as a representative the broadcast industry. This event was sponsored by the Hispanic Chamber of Commerce to award Hispanic leadership within the community.</p>

	<p>Riviera Broadcast Group offers tours to schools, youth groups, community groups and other entities to provide information about the broadcasting industry and careers in the broadcasting industry to the public and students.</p> <p>Riviera Broadcast Group Management participated in The following events as representatives of the Radio Broadcast industry: Phoenix Chamber of Commerce- Bridging the Gap Fiesta Friendly House Hispanic Chamber of Commerce – Black & White ball Cesar Chavez Dinner HBSA-ASU – Noche De Loteria Valley Leadership –Woman and Man of the year event</p>
<p>Establish Training Program for Current Employees</p>	<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>Upon hire and annually 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>Throughout the year Riviera Broadcast Group staff and management participate in training programs headed by Accendo International. This training is designed to enable employees to acquire the skills necessary to become successful in this highly competitive market.</p>