

KBAY(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2018- July 31, 2019

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hirer
Director of Sales	1-11, 15-22, 24	22
Promotion Coordinator	1-10, 13-15, 17-19, 21-22, 25	24
Account Executive	1-9, 13-15, 18-19, 21-22	22
Account Executive	1-9, 13-15, 18-19, 21-22	15
Account Receivable/Admin Coordinator	1-10, 13-15, 18-19, 21	1

**KBAY(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification. (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alpha Media Career Website www.alphamediausa.com/careers	N	11
2	Employment Development Department (EDD) 2450 S. Bascom Avenue Campbell, California 95008 Phone: 408-369-3600 www.caljobs.ca.gov Career Service	N	0
3	On-Air Announcements (one or more SEU stations)	N	0
4	KBAY(FM) Website (navigation link to Alpha Media careers website) www.kbay.com	N	0
5	KEZR(FM) Website (navigation link to Alpha Media careers website) www.kezr.com	N	0
6	Santa Clara County – Employment Connect of Santa Clara County Phone: (408) 758-3775 Sounny.Sinwongsa@SSA.SCCGOV.ORG	N	0
7	Mission College Career Center 3000 Mission College Boulevard Santa Clara, California Phone: 408-855-5114 www.missioncollege.org Email: Rebecca.Tran@wvm.edu	N	0
8	Tri-Cities One-Stop Career Center 39155 Liberty Street, B200 Fremont, California 94538 Phone: 510-794-3879 www.tricitiesonestop.com Email: rhernandez@ohlone.edu Robert Hernandez	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification. (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Tri-Cities One-Stop Career Center 39399 Cherry Street, Room 1211 Fremont, California 94538 Phone: 510-742-2328 www.tricitiesonestop.com Email: sschoen@ohlone.edu Shadia Schoen	N	0
10	San Jose City College - Evergreen 2100 Moorpark Avenue, Room SC216 San Jose, California 95128 Phone: 1-408-288-3160 www.sjcc.edu Email: Janina.Espinoza@EVC.EDU Janina Espinoza	N	0
11	Inside Radio PO Box 567925 Atlanta, GA 31156 Phone: (800) 248-4242 www.insideradio.com	N	2
12	Foothill College – College Central Network 12345 El Monte Rd Los Altos, CA 94022 Phone: 650-949-7777 www.collegecentral.com/foothill	N	0
13	San Jose State University One Washington Square, San Jose, CA 95192 Phone: 408-924-1000 www.sjsu.edu/careercenter		
14	Santa Clara University 500 El Camino Real Santa Clara, CA 95053 Phone: 408-554-4000 www.scu.edu		
15	Indeed (automated posting from Alpha Media careers website) www.indeed.com	N	10

RS Number	RS Information	Source Entitled to Vacancy Notification. (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Bay Area Star 900 Front Street San Francisco, California 94111 Phone: (707)322-9212 www.bayareastar.org Email: info@bayareastar.org Alicia Owsley	N	0
17	California Broadcasters Association/Broadcast 1 915 "L" Street, Suite 1150 Sacramento, California 95814 Phone: 916-444-2237 www.yourcba.com Career Service	N	0
18	National Coalition of 100 Black Women – Silicon Valley PO Box 730907 San Jose, CA 95173-9998 Phone (408) 238-4729	N	0
19	Hispanic Foundation of Silicon Valley (HFSV) 1922 The Alameda, Suite 217 San Jose, CA 95126 Phone (408) 216-7612 Maria O'Halloran	N	0
20	All Access 24955 Pacific Coast Highway, C303 Malibu, CA 90265 Phone (310) 457-6616 www.allaccess.com	N	0
21	Simply Hired (<i>not directly contacted by SEU</i>) www.simplyhired.com	N	0
22	Word-of-Mouth Referral	N	9
23	City Career Fair/Diversity Recruiters Network	N	0
24	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			33

KBAY(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination/harassment	On July 15, 2019, our SEU's Director of Sales observed a presentation concerning sexual harassment produced by Coastal Training Technologies Corp.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 18, 2019, our SEU's Chief Engineer conducted a tour of our facilities for a group of students from Ohlone College in Fremont, California, during which they observed radio systems and operation, recorded class project commercial voice-over demos, and interviewed the announcer on duty.
3	Participate in other activities furthering the goal of disseminating information regarding careers in broadcasting	Throughout the reporting period, our SEU's Promotion Leader attended monthly networking events for the student staff of the San Jose State University radio station KSJS. These events enable our SEU to discuss information regarding employment opportunities at the stations and promote careers in broadcasting generally.
4	Participate in Job Fair	On June 19, 2019, our SEU participated in the 19th Annual Diversity Employment Day Career Fair at the Hilton DoubleTree in San Jose, California. Station participants included our Market Manager and Account Executive, who discussed careers in radio with attendees, interacted with interested attendees about careers in radio, discussed internship and employment opportunities, and handed out information about Alpha Media.