

KBAY(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Account Executive	1-8	8
Account Executive	1-8	6

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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	0
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 (<i>one or more SEU stations</i>)	N	0
4	Indeed https://www.indeed.com	N	
5	ZipRecruiter https://www.ziprecruiter.com/	N	0
6	Word-of-Mouth Referral	N	1
7	LinkedIn https://linkedin.com/jobs/jobs-in-san-jose-ca/	N	5
8	Self-Referral/Walk-in	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Visitor Restrictions Due to COVID-19, our SEU was unable to conduct a tour of our facilities.
2	Participate in other activities furthering the goal of disseminating information regarding careers in broadcasting	Due to COVID-19 Shelter in place restrictions, our SEU was unable to participate other recruitment events to discuss information regarding employment opportunities at the stations and promote careers in broadcasting generally.
3	Participate in Job Fair	On June 18, 2021, our SEU participated in the Northern California Diversity Employment Day Virtual Career Fair. Station participants included our Market Manager, who met with interested attendees about careers in radio in Virtual Video meeting.