

**KBAY(FM) and KEZR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hirer</b>
Market Manager	1-3, 9, 13-18, 20-21	21
Account Executive	1-7, 11-13, 16-17, 20-21	20
Account Executive	1-7, 11-13, 16-17, 20-21	20
Account Receivable/Admin Coordinator	1-8, 10-13, 15-17, 19, 22	22

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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	<b>Alpha Media Career Website</b> www.alphamediausa.com/careers	N	11
2	<b>Employment Development Department (EDD)</b> 2450 S. Bascom Avenue Campbell, California 95008 Phone: 408-369-3600 www.caljobs.ca.gov Career Service	N	0
3	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	1
4	<b>Santa Clara County – Employment Connect of Santa Clara County</b> Phone: (408) 758-3775 Sounny.Sinwongsa@SSA.SCCGOV.ORG	N	0
5	<b>Mission College Career Center</b> 3000 Mission College Boulevard Santa Clara, California Phone: 408-855-5114 www.missioncollege.org Email: Rebecca.Tran@wvm.edu	N	0
6	<b>Tri-Cities One-Stop Career Center</b> 39155 Liberty Street, B200 Fremont, California 94538 Phone: 510-794-3879 www.tricitiesonestop.com Email: rhernandez@ohlone.edu Robert Hernandez	N	0
7	<b>Tri-Cities One-Stop Career Center</b> 39399 Cherry Street, Room 1211 Fremont, California 94538 Phone: 510-742-2328 www.tricitiesonestop.com Email: sschoen@ohlone.edu Shadia Schoen	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification. (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<b>San Jose City College - Evergreen</b> 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
9	<b>Inside Radio</b> PO Box 567925 Atlanta, GA 31156 Phone: (800) 248-4242 www.insideradio.com	N	1
10	<b>Foothill College – College Central Network</b> 12345 El Monte Rd Los Altos, CA 94022 Phone: 650-949-7777 www.collegecentral.com/foothill	N	0
11	<b>San Jose State University</b> One Washington Square, San Jose, CA 95192 Phone: 408-924-1000 www.sjsu.edu/careercenter	N	0
12	<b>Santa Clara University</b> 500 El Camino Real Santa Clara, CA 95053 Phone: 408-554-4000 www.scu.edu	N	0
13	<b>Indeed</b> www.indeed.com	N	9
14	<b>Bay Area Star</b> 900 Front Street San Francisco, California 94111 Phone: (707)322-9212 www.bayareastar.org Email: info@bayareastar.org Alicia Owsley	N	0
15	<b>California Broadcasters Association/Broadcast 1</b> 915 "L" Street, Suite 1150 Sacramento, California 95814 Phone: 916-444-2237 www.yourcba.com Career Service	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification. (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>National Coalition of 100 Black Women – Silicon Valley</b> PO Box 730907 San Jose, CA 95173-9998 Phone (408) 238-4729	N	0
17	<b>Hispanic Foundation of Silicon Valley (HFSV)</b> 1922 The Alameda, Suite 217 San Jose, CA 95126 Phone (408) 216-7612 Maria O’Halloran	N	0
18	<b>All Access</b> 24955 Pacific Coast Highway, C303 Malibu, CA 90265 Phone (310) 457-6616 www.allaccess.com	N	2
19	<b>AirTalents.com</b>	N	0
20	<b>Word-of-Mouth Referral</b>	N	5
21	<b>LinkedIn</b> <a href="https://linkedin.com/jobs/jobs-in-san-jose-ca/">https://linkedin.com/jobs/jobs-in-san-jose-ca/</a>	N	1
22	<b>Internal Transfer/Promotion</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			31

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates between August 7, 2019 to December 2, 2019, our SEU's Market Manager, Business Manager, Chief Engineer, Director of Sales and Promotion Manager participated in a ThinkHR training program provided by Alpha Media entitled, "Workplace Harassment Prevention for Managers".
2	Management-level training addressing equal employment opportunity and preventing discrimination.	On October 9, 2019, our SEU's Market Manager and Business Manager took part in a training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.
3	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates between August 7, 2019 to December 2, 2019, our SEU's Market Manager, Business Manager, Chief Engineer, Director of Sales and Promotion Manager participated in a ThinkHR training program provided by Alpha Media entitled, "Bullying and Violence in the Workplace."
4	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 02, 2020, our SEU's Chief Engineer conducted a tour of our facilities for a group of Cub Scout, Pack 794 Den 3 in Gilroy, California, during which they observed radio systems and operation, recorded commercial voice-over demos for a class project, and interviewed the announcer on duty.
5	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.
6	Participate in Job Fair	On July 15, 2020, 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.