

KBAY(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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	1-6, 8-9, 11-12, 14-18, 20	20
Production / On-Air Personality	1-6, 8-12, 14-15, 19	19
On-Air Personality	1-6, 8-12, 14-15, 18	1
Board Operator	1-5, 7-10, 12-15, 18-19	19

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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	3
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 (all SEU stations)	N	4
4	KBAY(FM) Website 190 Park Center Plaza, Suite 200 San Jose, California 95113 Phone : 408-278-6327 www.kbay.com Trang Nguyen	N	0
5	KEZR(FM) Website 190 Park Center Plaza, Suite 200 San Jose, California 95113 Phone : 408-278-6327 www.kezr.com Trang Nguyen	N	0
6	Santa Clara County-Employment Connect of Santa Clara County Direct (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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Tri-Cities One-Stop Career Center 39155 Liberty Street, B200 Fremont, California 94538 Phone : 510-794-3879 www.tricitysonestop.com Email : rhernandez@ohlone.edu Robert Hernandez	N	0
9	Tri-Cities One-Stop Career Center 39399 Cherry Street, Room 1211 Fremont, California 94538 Phone : 510-742-2328 www.tricitysonestop.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	Foothill College – College Central Network 12345 El Monte Rd Los Altos, CA 94022 Phone : 650-949-7777 www.collegecentral.com/foothill	N	0
12	Indeed Website www.indeed.com Customer Service 6433 Champion Grandview Way, Building 1 Austin, TX 78750	N	9
13	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	National Coalition of 100 Black Women – Silicon Valley PO Box 730907 San Jose, CA 95173-9998 Phone (408) 238-4729	N	0
15	Hispanic Foundation of Silicon Valley (HFSV) 1922 The Alameda, Suite 217 San Jose, CA 95126 Phone (408) 216-7612 Maria O’Halloran	N	0
16	iHireSalespeople.com	N	0
17	AirTalents.com	N	0
18	Internal Posting/Candidate	N	3
19	Word-of-Mouth Referral	N	3
20	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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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 April 3, 2017, our SEU's Market Manager, Programming Director, Promotion Director, Chief Engineer, and Business Manager observed a presentation concerning sexual harassment, produced by Coastal Training Technologies Corp., and participated in a discussion afterwards.
2	Participate in Job Fair	On May 4, 2017, our SEU participated in the De Anza College - Spring 2017 Career Fair held on its campus in Cupertino, California. SEU participants included our Promotion Coordinator and Promotion Director, who interacted with interested attendees about careers in radio, discussed internship and employment opportunities, and handed out information about Alpha Media.
3	Participate in Job Fair	On June 21, 2017, our SEU participated in the San Jose Career Fair at the Hilton Double Tree in San Jose, California. SEU participants included our Director of Sales and Promotion Coordinators, who interacted with interested attendees about careers in radio, discussed internship and employment opportunities, and handed out information about Alpha Media.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 8, 2016, our SEU's Production Director 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.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 19, 2017, our SEU's Chief Engineer and Promotion Coordinator conducted a tour of our facilities for a group of students from Gussie Baker Elementary School, during which they learned about how radio stations operate, what a brand is, and the opportunities available for a future career in broadcasting.