

**KBAY(FM) and KEZR(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 25, 2016 - July 31, 2016<sup>1</sup>**

**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 Hiree</b> |
|------------------------------|--|---------------------------|
| Advertising Specialist       | 1-5, 8-9, 11, 13-15, 18, 20                            | 4                         |
| Sales & Research Coordinator | 1-5, 7-9, 11, 13-15, 19-21                             | 21                        |
| Accountant                   | 1-5, 7-9, 11, 13-15, 19                                | 19                        |

---

<sup>1</sup> The stations in this employment unit were acquired by the licensee as of February 25, 2016 and, as a result, this Report is abbreviated accordingly (see FCC File Nos. BALH-20150811ACH-I).

**KBAY(FM) and KEZR(FM)  
EEO PUBLIC FILE REPORT  
February 25, 2016 - July 31, 2016**

**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><br>www.alphamediausa.com/careers   | N   | 1  |
| 2         | <b>Employment Development Department (EDD)</b><br>2450 S. Bascom Avenue<br>Campbell, California 95008<br>Phone : 408-369-3600<br>www.caljobs.ca.gov<br>Career Service  | N   | 0  |
| 3         | <b>On-Air Announcements (all SEU stations)</b>   | N   | 3  |
| 4         | <b>KBAY(FM) Website</b><br>190 Park Center Plaza, Suite 200<br>San Jose, California 95113<br>Phone : 408-278-6327<br>www.kbay.com<br>Trang Nguyen  | N   | 1  |
| 5         | <b>KEZR(FM) Website</b><br>190 Park Center Plaza, Suite 200<br>San Jose, California 95113<br>Phone : 408-278-6327<br>www.kezr.com<br>Trang Nguyen  | N   | 1  |
| 6         | <b>DeAnza College Career Planning &amp; Placement</b><br>21250 Stevens Creek Boulevard<br>Cupertino, California 95014<br>Phone : 408-864-5711<br>www.deanza.edu<br>Email : careercenter@deanza.edu<br>Fax : 1-408-864-5607<br>Cindy Lister | N   | 0  |

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 7         | <b>Mission College Career Center</b><br>3000 Mission College Boulevard<br>Santa Clara, California<br>Phone : 408-855-5114<br>www.missioncollege.org<br>Email : susan_monahan@wvm.edu<br>Susan Monahan       | N   | 0  |
| 8         | <b>Tri-Cities One-Stop Career Center</b><br>39155 Liberty Street, B200<br>Fremont, California 94538<br>Phone : 510-794-3879<br>www.tricitysonestop.com<br>Email : rhernandez@ohlone.edu<br>Robert Hernandez | N   | 0  |
| 9         | <b>Tri-Cities One-Stop Career Center</b><br>39399 Cherry Street, Room 1211<br>Fremont, California 94538<br>Phone : 510-742-2328<br>www.tricitysonestop.com<br>Email : sschoen@ohlone.edu<br>Shadia Schoen   | N   | 0  |
| 10        | <b>San Jose City College</b><br>2100 Moorpark Avenue, Room SC216<br>San Jose, California 95128<br>Phone : 1-408-288-3160<br>www.sjcc.edu<br>Email : elizabeth.eckford@sjcc.edu<br>Elizabeth Eckford         | N   | 0  |
| 11        | <b>San Jose State University Career Center</b><br>One Washington Square<br>San Jose, California 95192<br>Phone : 408-924-6031<br>www.careercenter.sjsu.edu<br>Career Service                                | N   | 0  |

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 12        | <b>Santa Clara University Services</b><br>500 El Camino Real<br>Santa Clara, California 95050<br>www.scu.edu<br>Career Service   | N   | 0  |
| 13        | <b>Indeed Website</b><br>www.indeed.com<br>Customer Service<br>6433 Champion Grandview Way, Building 1<br>Austin, TX 78750   | N   | 1  |
| 14        | <b>Bay Area Star</b><br>900 Front Street<br>San Francisco, California 94111<br>Phone : (707)322-9212<br>www.bayareastar.org<br>Email : info@bayareastar.org<br>Alicia Owsley | N   | 0  |
| 15        | <b>California Broadcasters Association</b><br>915 "L" Street, Suite 1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>www.yourcba.com<br>Career Service        | N   | 0  |
| 16        | <b>National Coalition of 100 Black Women – Silicon Valley</b><br>PO Box 730907<br>San Jose, CA 95173-9998<br>Phone (408) 238-4729<br>Fax (408) 238-6449                      | N   | 0  |
| 17        | <b>Hispanic Foundation of Silicon Valley (HFSV)</b><br>1922 The Alameda, Suite 217<br>San Jose, CA 95126<br>Phone (408) 216-7612<br>Fax (408) 216-7614<br>Maria O'Hollern    | N   | 0  |
| 18        | <b>Linked In Website</b><br>www.linkedin.com   | N   | 1  |
| 19        | <b>Internal Posting/Candidate</b>  | N   | 1  |

| RS Number                                       | RS Information              | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|-----------------------------|---|--|
| 20  | Word-of-Mouth Referral      | N   | 4  |
| 21  | Internal Transfer/Promotion | N   | 1  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |                             |   | 14   |

**KBAY(FM) and KEZR(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 25, 2016 - July 31, 2016**

**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                      | <b>Brief Description of Activity</b>   |
|----------|---|--|
| <b>1</b> | Management-level training addressing equal employment opportunity and preventing discrimination | On May 10, 2016, our SEU participated in a comprehensive training webinar reviewing the FCC's equal employment opportunity rules presented by Elizabeth E. Goldin of Wiley Rein, LLP to Alpha Media. Station participants included our Market Manager and Market Controller.   |
| <b>2</b> | Participate in Job Fair   | On March 31, 2016, our SEU participated in the San Jose Career Fair at the Hilton DoubleTree in San Jose, California. Station participants included our Promotion Coordinators who interacted with interested attendees about careers in radio, discussed internship and employment opportunities, and handed out information about Alpha Media.   |
| <b>3</b> | Participate in Job Fair   | On May 10, 2016, our SEU participated in the De Anza College 2016 Spring Internship & Job Fair held on its campus in Cupertino, California. Station participants included our Promotion Coordinator and Promotion Director, 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. |
| <b>4</b> | Participate in Job Fair   | On June 1, 2016, our SEU participated in the Diversity Career Fair at San Jose McEnery Convention Center in San Jose, California. Station participants included our Promotion Coordinators and who interacted with interested attendees about careers in radio, discussed internship and employment opportunities, and handed out information about Alpha Media.   |

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description of Activity</b>   |
|----------|--|--|
| <b>5</b> | Participate in Job Fair                                    | On June 9, 2016, our SEU participated in the San Jose Career Fair at the Hilton DoubleTree in San Jose, California. Station participants included our Promotion Coordinators who interacted with interested attendees about careers in radio, discussed internship and employment opportunities, and handed out information about Alpha Media.   |
| <b>6</b> | Participate in Job Fair                                    | On June 23, 2016, our SEU participated in the 16th Annual Diversity Employment Day Career Fair at the Hilton DoubleTree in San Jose, California. Station participants included our Market Manager and Chief Engineer, 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. |