

KBAY(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2017- July 31, 2018

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
General Sales Manager	1-11, 13-17, 19, 21	21
Production/On-Air Personality Morning Show	1-10, 12-13, 15-17, 20, 27	27
Content Director	1-10, 13-19	18
Market Manager	1, 3-11, 13-17, 21-23, 26	21
Account Executive	1-10, 12-17, 25	3
Account Executive	1-10, 12-17, 21	21
Account Executive	1-10, 13-17	1
Account Executive	1-10, 12-17	13
Account Executive	1-10, 12-17, 21	21

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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	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 (<i>one or more SEU stations</i>)	N	5
4	KBAY(FM) Website (<i>link to Alpha Media careers website</i>) www.kbay.com	N	0
5	KEZR(FM) Website (<i>link to Alpha Media careers website</i>) 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.tricitysonestop.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.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	Inside Radio PO Box 567925 Atlanta, GA 31156 Phone: (800) 248-4242 www.insideradio.com	N	4
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	Indeed www.indeed.com	N	9
14	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
15	California Broadcasters Association/Broadcast 1 915 "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	National Coalition of 100 Black Women – Silicon Valley PO Box 730907 San Jose, CA 95173-9998 Phone (408) 238-4729	N	0
17	Hispanic Foundation of Silicon Valley (HFSV) 1922 The Alameda, Suite 217 San Jose, CA 95126 Phone (408) 216-7612 Maria O’Halloran	N	0
18	All Access 24955 Pacific Coast Highway, C303 Malibu, CA 90265 Phone (310) 457-6616 www.allaccess.com	N	1
19	Simply Hired (<i>not directly contacted by SEU</i>) www.simplyhired.com	N	0
20	AirTalents.com	N	0
21	Word-of-Mouth Referral	N	11
22	Internal Posting/Candidate	N	1
23	LinkedIn https://linkedin.com/jobs/jobs-in-san-jose-ca/	N	4
24	City Career Fair/Diversity Recruiters Network	N	4
25	Craigslist.org https://sfbay.craigslist.org/sby	N	1
26	Radio Ink https://radioink.com/category/jobs/	N	0
27	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			52

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination	On August 24, 2017, 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.
2	Management-level training regarding equal employment opportunity and preventing discrimination/harassment	On July 20, 2018, our SEU's General Sales Manager observed a presentation concerning sexual harassment produced by Coastal Training Technologies Corp.
3	Participate in Job Fair	On March 30, 2018, our SEU participated in the Ohlone College Newark Campus Job Fair held on its campus in Newark, California. Station participants included our Promotion Coordinator and Promotion Leader, 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.
4	Internship Program	From January 10, 2018 to May 2, 2018, our SEU hosted an intern from Branham High School. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, he assisted with on-air broadcasts, technical issues and other business functions important to broadcast operations. He was supervised by our Traffic Manager, Business Manager and Chief Engineer and also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
5	Participate in Job Fair	On June 23, 2018, our SEU participated in the 18th Annual Diversity Employment Day Career Fair at the Hilton DoubleTree in San Jose, California. Station participants included our Market Manager and Promotion Coordinator, 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.