

**KBAY(FM), KKDV(FM) and KEZR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 - July 31, 2024**

**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> |
|---------------------------------|--|---------------------------|
| Integrated Marketing Consultant | 1-13   | 1                         |
| Integrated Marketing Consultant | 1-13   | 1                         |
| Integrated Marketing Consultant | 1-13   | 1                         |
| Integrated Marketing Consultant | 1-13   | 1                         |

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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><br>www.alphamediausa.com/careers | N   | 6  |
| 2   | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )    | N   | 0  |
| 3   | <b>California Broadcaster Association</b>                          | N   | 0  |
| 4   | <b>College Central Network</b><br>http://collegecentral.com/       | N   | 0  |
| 5   | <b>Media Match</b><br>https://www.media-match.com/usa/jobsboard    | N   | 0  |
| 6   | <b>Indeed</b><br>https://www.indeed.com                            | N   | 1  |
| 7   | <b>ZipRecruiter</b><br>https://www.ziprecruiter.com/               | N   | 0  |
| 8   | <b>Talent.com</b><br>https://www.talent.com/                       | N   | 0  |
| 9   | <b>LinkedIn</b><br>https://linkedin.com/jobs/jobs-in-san-jose-ca/  | N   | 2  |
| 10  | <b>Glassdoor</b><br>https://www.glassdoor.com                      | N   | 0  |
| 11  | <b>Gravity</b>   | N   | 0  |
| 12  | <b>Monster Organic Postings</b><br>https://www.monster.com         | N   | 0  |
| 13  | <b>All Access Music Group</b><br>www.allaccess.com                 | N   | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |   | <b>9</b>   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                      | <b>Brief Description of Activity</b>   |
|---|---|--|
| 1 | Participate in Job Fair   | On June 26, 2024, our SEU’s Promotion Director participated in the 24th Annual Diversity Employment Day Career Fair “Getting America Back to Work in 2024” at the Holiday Inn in San Jose – Silicon Valley Conference Center, California. We discussed careers in radio with attendees, interacted with interested attendees about careers in radio, discussed internship and employment opportunities in Radio. |
| 2 | Participate in Job Fair   | On April 11, 2024, our SEU participated in a job fair at Solano Community College, interacted with interested attendees about careers in radio, discussed internship and employment opportunities in sales and promotion department, and handed out information about Alpha Media.   |
| 3 | Management-level training addressing equal employment opportunity and preventing discrimination | On September 15, 2023, our SEU participated in a webinar regarding compliance with the FCC EEO’s rules provided by Wiley Rein.   |
| 4 | Management-level training addressing equal employment opportunity and preventing discrimination | In November 2023, our SEU’s Market Manager, Content Director, Promotion Director, and Business Manager completed an online training program entitled “Workplace Violence and Bullying Preventions” through the Paycor Learning Management System provided by Alpha Media.  |
| 5 | Management-level training addressing equal employment opportunity and preventing discrimination | In November 2023, our SEU’s Market Manager, Content Director, Promotion Director, and Business Manager completed an online training program entitled “California Sexual Harassment Prevention for Managers 4.0” through the Paycor Learning Management System provided by Alpha Media.   |