KBAY(FM), KKDV(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

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
Outside Sales Executive	1-14	14
Outside Sales Executive	1-14	1
Outside Sales Executive	1-14	1
Outside Sales Executive	1-14	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	**Connoisseur Media Career Website** www.connoisseur.com/careers	N	4
2	**On-Air Announcements** *(one or more SEU stations)*	N	0
3	**California Broadcaster Association**	N	0
4	**College Central Network** http://collegecentral.com/	N	0
5	**Media Match** https://www.media-match.com/usa/jobsboard	N	0
6	**Indeed** https://www.indeed.com	N	1
7	**ZipRecruiter** https://www.ziprecruiter.com/	N	1
8	**Talent.com** https://www.talent.com/	N	0
9	**LinkedIn** https://linkedin.com/jobs/jobs-in-san-jose-ca/	N	4
10	**Glassdoor** https://www.glassdoor.com	N	0
11	**St Mary's College – Career Development Center; Contact: Anita Cardenasl; 1928 Saint Mary's Road, Moraga, CA 94556**	N	0
12	**City Career Fair/Diversity Recruiters Network**	N	0
13	**All Access Music Group** www.allaccess.com	N	0
14	**Word-of-Mouth Referral**	N	1
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		11

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 30, 2026, our SEUs participated in the Silicon Valley's 26th Annual Community Employment Day Career Fair "Getting America Back to Work in 2026" at the Holiday Inn in San Jose – Silicon Valley Conference Center, California. We interacted with interested attendees about careers in radio, discussed internship and employment opportunities in sales and promotion department.
2	Participate in Job Fair	On April 09, 2026, our SEU's Promotion Director participated in the San Francisco's 26th Annual Community Employment Day Career Fair, "Getting America Back to Work in 2026," at St. Mary's Cathedral & Events Center (1111 Gough Street, San Francisco, CA 94109). During the event, we interacted with attendees regarding careers in radio and discussed internship and employment opportunities within our radio stations.
3	Participate in Job Fair	On February 11, 2026, our SEU's Promotion Director participated in the Bay Area's 26th Annual Community Employment Day Career Fair, "Getting America Back to Work in 2026," held at the Alameda County Training & Education Center (125 12th St., 4th Floor, Oakland, CA). During the event, we interacted with interested attendees regarding careers in radio and discussed internship and employment opportunities within our sales and promotion departments.

4	Participate in Job Fair	On March 25, 2026, our SEU's Promotion Director and Sales Manager participated in the Saint Mary's College Spring Hiring Fair at City of South San Francisco Library. We discussed careers in radio with attendees, interacted with interested attendees about careers in radio, discussed internship and employment opportunities in Radio.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 09, 2026, our SEU's Content Director spoke to a KSJS class of students from San Jose State University in San Jose, California. During the session, the Content Director discussed careers in radio, interacted with interested attendees, and shared information regarding internship and employment opportunities in the industry.
6	Management-level training addressing equal employment opportunity and preventing discrimination	In October 2025, our SEU's Market Manager, Content Director, Promotion Director, and Business Manager completed an online training program entitled "California Sexual Harassment Prevention for Managers 6.0" through the Paycor Learning Management System provided by Connoisseur Media.