

**KBAY, KKDV(FM)<sup>1</sup> and KEZR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 - July 31, 2022**

**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 |
|-------------------------------|---|--------------------|
| Digital Sales Specialist      | 1-4, 7-8,10-11                                  | 10                 |
| Full Time Content Creator     | 1, 3-4, 6-8, 10-12, 14                          | 12                 |
| Content Director              | 1, 3, 5, 7-8, 10-11, 13                         | 13                 |
| Account Executive             | 1, 3-4, 7-11                                    | 9                  |
| Afternoon Drive On-Air Talent | 1, 3-4, 6-8, 10-11, 14                          | 1                  |

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<sup>1</sup> Effective April 6, 2022, KKDV was moved to this SEU.

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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   | 9  |
| 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</b> (one or more SEU stations)   | N   | 0  |
| 4   | <b>California Broadcaster Association</b>  | N   | 0  |
| 5   | <b>AirTalent.com</b><br>http://airtalent.com/  | N   | 0  |
| 6   | <b>Media Match</b><br>https://www.media-match.com/usa/jobsboard  | N   | 0  |
| 7   | <b>Indeed</b><br>https://www.indeed.com  | N   | 0  |
| 8   | <b>ZipRecruiter</b><br>https://www.ziprecruiter.com/   | N   | 0  |
| 9   | <b>Word-of-Mouth Referral</b>  | N   | 1  |
| 10  | <b>LinkedIn</b><br>https://linkedin.com/jobs/jobs-in-san-jose-ca/  | N   | 12   |
| 11  | <b>Glassdoor</b><br>https://www.glassdoor.com  | N   | 0  |
| 12  | <b>Internal Referral</b>   | N   | 4  |
| 13  | <b>Internal Transfer/Promotion</b>   | N   | 1  |
| 14  | <b>All Access Music Group</b><br>www.allaccess.com   | N   | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |   | 27   |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                      | <b>Brief Description of Activity</b>   |
|----------|---|--|
| <b>1</b> | Participate in Job Fair   | On June 17, 2022, our SEU participated in the Northern California Diversity Employment Day Virtual Career Fair. Station participants included our Market Manager, who met with interested attendees about careers in radio in Virtual Video meeting. |
| <b>3</b> | Management-level training addressing equal employment opportunity and preventing discrimination | In November 2022, our SEU’s Business Manager, Chief Engineer and Market Manager completed a ThinkHR, online training program entitled “Preventing Bullying and Violence,” provided by Alpha Media.   |
| <b>4</b> | Management-level training addressing equal employment opportunity and preventing discrimination | In November 2022, our SEU’s Business Manager, Chief Engineer and Market Manager completed a ThinkHR, online training program entitled “A Manager’s Guide to Diversity, Inclusion, and Accommodation” provided by Alpha Media.                        |
| <b>5</b> | Management-level training addressing equal employment opportunity and preventing discrimination | In November 2022, our SEU’s Business Manager, Chief Engineer completed a ThinkHR, online training program entitled “Harassment Prevention for California Managers,” provided by Alpha Media.   |