

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),
 KWNN(FM), KJOY(FM) and KESP(AM)
 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 Hiree
Digital Sales Manager	1-12; 17-20; 22-25	11
Sales Assistant	1-12; 17-20; 22-25	17
KHOP On-Air Personality	1-14; 17-20; 22-25	14
KWIN On-Air Personality	1-13; 17-20; 22-25	13
KATM On-Air Personality	1-13; 17-20; 22-25	11

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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	NAACP/Stanislaus County Beverly Gilchrist P.O. Box 5224 Modesto, CA 95351 (866) 63-NAACP	No	0
2	University of the Pacific Career Resource Center John Carvana 3601 Pacific Avenue Stockton, CA 95211 (209) 946-2344	No	0
3	Hispanic Chamber of Commerce Theresa Clarke 1114 J Street Modesto, CA 95354 (209) 549-1140	No	0
4	NAACP/San Joaquin County P.O. Box 907 Stockton, CA 95201 (866) 63-NAACP	No	0
5	San Joaquin Delta College Jazmin Amen 5151 Pacific Avenue Stockton, CA 95207 (209) 954-5614	No	0
6	Stanislaus Dept. of Employment Training Career Development Britt Moore P.O. Box 3091 Modesto, CA 95353 (209) 567-4985	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Modesto Junior College Career Development Center Claudia Ramirez 435 College Avenue Modesto, CA 95350 (209) 575-6239	No	0
8	Stanislaus Dept. of Employment Training Job Placement Norma Torres-Manriquez P.O. Box 3091 Modesto, CA 95353 (209) 567-4985	No	0
9	Stanislaus Career Network Kristy Feliciano P.O. Box 3389 Modesto, CA 95353 (209) 558-2113	No	0
10	Ziprecruiter <i>www.Ziprecruiter.com</i> <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
11	LinkedIn.com	No	2
12	Internal Job Posting	No	0
13	All Access 28955 Pacific Coast Hwy. Malibu, CA 90265 (310) 457-6616 allaccess.com	No	5
14	Internal Transfer/Promotion	No	1
15	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
16	Craigslist modesto.craigslist.org stockton.craigslist.org.	No	0
17	Word-of-Mouth Referral	No	3
18	Indeed.com	No	0

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19	ITT Technical Institute 16916 South Harlan Road Lathrop, CA 95330 (209)858-0077 vkayna@itt-tech.edu	No	0
20	MTI College 5221 Madison Ave Sacramento, CA 95841 (916)339-1500 jhoang@mticollege.edu	No	0
21	SEU Open House on site	No	0
22	Cumulus Job Board www.cumulus.hrmdirect.com	No	2
23	Simply Hired Website www.simplyhired.com	No	0
24	Glassdoor Website www.glassdoor.com	No	0
25	Linkup Website www.linkup.com	No	0
26	SEU Internship Program (See Section III)	No	0
27	SEU Job Fairs (see Section III)	No	0
28	TDGA.org (Traffic Directors Guild of America website)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	January 2018, KWIN morning show co-host spoke at Mable Barron School for their career day to kids ages Kindergarten-8 th grade about careers in radio broadcasting.
2	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	February 2018, KWIN morning show co-host spoke at Brookside Elementary School for their career day to kids ages Kindergarten-8 th grade about careers in radio broadcasting.
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	March 2018, KWIN morning show co-host spoke at Delta College to students ages 18 and older about careers in radio broadcasting.
4	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	March 2018, KWIN morning show co-host spoke at Stagg High School to Mr. Tuckerman's sophomore students about careers in radio broadcasting.
5	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	Throughout this reporting period, the SEU conducted tours of our facilities for interested students and youth groups.
6	On-Air position recruitment	The SEU ran promotional spots on KATM, KESP, KHKK, KJOY, KHOP, KWIN, and KWNN stations. The ad was designed to attract all persons interested in applying for available Account Executive positions. Spots ran 2/3/18 through 3/21/18.
8	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	In July 2018, this SEU participated in a training program for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted through an online website focused on this. It was timed and could not be escalated and required passing a test at the end. The SEU's VP/Market Manager, Sales Manager, Operations Manager, Promotions manager, Program Directors, Assistant Business Manager and Business Manager were active attendees in that seminar.

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