

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),
 KWNN(FM), KJOY(FM) and KESP(AM)
 EEO PUBLIC FILE REPORT
 August 1, 2018 – July 31, 2019**

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
Receptionist	1-12; 17-20; 22-24; 27-28	17
KWIN On-Air Personality	1-13; 14; 17-20; 22-24; 27-28	14
Account Executive	1-12; 17-20; 22-24; 27-28	22
Traffic Manager	1-12; 14; 17-20; 22-24; 27-29	12
Traffic Manager	1-12; 14; 17-20; 22-24; 27-29	14

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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	4
13	All Access 28955 Pacific Coast Hwy. Malibu, CA 90265 (310) 457-6616 allaccess.com	No	5
14	Internal Transfer/Promotion	No	2
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	4
18	Indeed.com	No	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	6
23	Glassdoor Website www.glassdoor.com	No	0
24	Linkup Website www.linkup.com	No	0
25	SEU Internship Program (See Section III)	No	0
26	SEU Job Fairs (see Section III)	No	0
27	Monster (www.monster.com)	No	0
28	Facebook	No	0
29	TDGA.org (Traffic Directors Guild of America website)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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 its facilities for students and youth groups interested in a career in the broadcast industry.
2	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	New managers are given training to ensure equal employment opportunity and prevent employment discrimination in the workplace.
3	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Periodic training is made available to SEU staff who are interested in advancing in the broadcast industry. For example, on June 13, 2019 a studio training session was conducted for those part-time employees who are interested in advancing in their current position within the SEU. The part-time Promotion staff were instructed on how to operate a board and voice track. Similarly, those interested in becoming an air talent were trained on OPX, VOX PRO, the AXIA boards, and voice tracking. Those same individuals were provided advice and tutelage with respect to how to become an air talent, and given meaningful pointers they can practice on their own to help them achieve their goal of becoming an on-air talent.
4	Participate in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., programs that are not primarily directed to providing notice of specific job vacancies).	On April 16, 2019, the SEU participated in an event focused on digital and terrestrial radio. Organization was Valley Sierra Small Business Development Center located at 1625 I Street, Modesto, California.