

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),
KWNN(FM), KJOY(FM) and KESP(AM)
EEO PUBLIC FILE REPORT
August 1, 2019 – July 31, 2020**

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
Account Executive	1-10; 15-18; 20-22	15

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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	Modesto Junior College Career Development Center Claudia Ramirez 435 College Avenue Modesto, CA 95350 (209) 575-6239	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	Stanislaus Career Network Kristy Feliciano P.O. Box 3389 Modesto, CA 95353 (209) 558-2113	No	0
8	ZipRecruiter Website www.ziprecruiter.com <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
9	LinkedIn Website www.linkedin.com	No	0
10	Internal Job Posting	No	0
11	All Access 28955 Pacific Coast Hwy. Malibu, CA 90265 (310) 457-6616 allaccess.com	No	0
12	Internal Transfer/Promotion	No	0
13	On-Air Announcements <i>(one or more SEU stations)</i>	No	0
14	Craigslist modesto.craigslist.org stockton.craigslist.org.	No	0
15	Word-of-Mouth Referral	No	3
16	Indeed Website www.indeed.com	No	1

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17	ITT Technical Institute 16916 South Harlan Road Lathrop, CA 95330 (209)858-0077 vkayna@itt-tech.edu	No	0
18	MTI College 5221 Madison Ave Sacramento, CA 95841 (916)339-1500 jhoang@mticollege.edu	No	0
19	SEU Open House (<i>on site</i>)	No	0
20	Cumulus Job Board www.cumulus.hrmdirect.com	No	0
21	Glassdoor Website www.glassdoor.com	No	0
22	LinkUp Website www.linkup.com	No	0
23	SEU Internship Program (<i>See Section III</i>)	No	0
24	SEU Job Fairs (<i>see Section III</i>)	No	0
25	Monster Website www.monster.com	No	0
26	Facebook	No	0
27	Traffic Directors Guild of America website www.TDGA.org	No	0
28	Adzuna Website www.adzuna.com	No	0
29	Broadbean Website www.broadbean.com	No	0
30	JobisJob Website www.jobisjob.com	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
31	Myjobhelper Website www.myjobhelper.com	No	0
32	Oodle Website www.oodle.com	No	0
33	The Job Spider Website www.jobspider.com	No	0
34	Trovit Website www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of January, 2020, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Training is always available to SEU staff who are interested in advancing within the Company and most recently, significant cross-training has occurred as a result of the COVID-19 pandemic. The furloughs and lay-offs which have effected this SEU, have required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time.</p> <p>Specific examples of this training are as follows: a KJOY air talent was trained to prepare music logs for our furloughed Program Director; a member of the Production staff learned how to input programming shows for KJOY; one of our Operations Managers was trained to input/correct program barter during the absence of a member of the production staff; our Operations Managers learned how to handle certain engineering tasks for our furloughed Chief Engineer; a KHKK air talent learned how to cope with on-air issues (?) for our furloughed Program Director, our part-time board-op was taught how to handle continuity, network and hand program barter for a furloughed member of our Continuity staff; and, our Continuity Coordinator took on continuity responsibilities for two additional markets to cover for the absences of their Continuity Coordinators.</p>
3	Host event/program sponsored by an educational institution related to career 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 (up until March 2020 when the COVID-19 pandemic caused closure of the office).

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.