

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy requirement data for the period August 1, 2020 to July 31, 2021.

1) Employment Unit Location/Name: **KRTY-FM – LOS GATOS, CA**

2) Unit Members (List all station call signs and communities of license):

KRTY(FM), Los Gatos, CA

### 3) EEO Contact Information for Employment Unit:

Mailing Address:	Phone Number: (408) 293-8030
KRTY-FM 1887 Monterey Rd. Suite 250 San Jose CA 95112	Contact Person: Nicole Woodson
	Email: nwoodson@empirebroadcasting.com

### 4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Successful Applicant
1 – Entry Level Account Executive – May 2021	Office Referral / Call-in / Walk-in

Referral Source(s) of Hire(s): 1

### 5) Job Title: Entry Level Account Executive (1)

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address	Phone Number	Did Recruitment Source Request Notification? (Yes or No)
KRTY.com	Tina Ferguson	1887 Monterey Rd. Suite 250 San Jose CA 95112	409-293-8030	YES
KRTY On-Air Advertisement	Tina Ferguson	1887 Monterey Rd. Suite 250 San Jose CA 95112	409-293-8030	YES
LinkedIn.com	<a href="https://www.linkedin.com/hiring/">https://www.linkedin.com/hiring/</a>	Sunnyvale, CA.		No
<a href="#">Indeed.com</a>	<a href="#">Indeed.com</a>	6433 Champion Grandview Way Building 1, Austin, TX 78750		No

7) **Total Number of Interviewees Referred by each source:** For the period from August 1, 2020 to July 31, 2021, this Employment Unit interviewed 2 Interviewees for full-time job vacancies from 28 resumes. These Interviewees were referred by the following sources:

Recruitment Source	Total Number of Interviewees Referred
KRTY.com	0
Indeed.com	1
LinkedIn.com	0
Office Referral/Call-in/Walk-in	1
On-Air Advertisements	0

## 8) Supplemental Recruitment Measures

### (a) General Outreach Efforts

#### (b) Outreach Descriptions

##### a)

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. KRTY-FM made significant contributions to the radio career website (KRTY.com) which contain information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them	Ongoing	HR Manager
2. PSA's: Public Service Announcements to inform the public that we were an Equal Opportunity Employer dedicated to providing broad outreach regarding job vacancies at the stations. We seek the help of local community organizations in referring qualified applicants to our stations.	Ongoing	Program Director

##### b)

1. The Stations' websites are a 24/7 source, which regularly encourage qualified individuals to apply for employment.
2. Open jobs are regularly posted on PAID job boards, which are open to ALL/PUBLIC to apply for positions displayed. (LinkedIn and Indeed.com)
3. The Station regularly provides on-air announcements encouraging qualified applicants to apply for employment opportunities. This is especially true with respect to openings within our sales team.
4. With the exception of sales staff, we experience very little employee turnover. Our employees have long tenures. Our recruitment efforts are geared toward our primary need: salespeople and we do our best to make this widely known. During the reporting period, we only hired one applicant to replace an existing employee.
5. Due to COVID-19 related restrictions, this Employment Unit was unable to provide outreach to local entities via station tours, career fairs, speaking engagements, and/or other recruitment events and opportunities. Furthermore, hiring and/or filling of open positions was frozen until COVID-19 related lock-downs and restrictions were lifted. Once restrictions were lifted or eased in late May 2021, a departing employee/sales rep. was replaced.