

2022 ANNUAL EEO PUBLIC FILE REPORT

University Corporation at Monterey Bay

Station:	KAZU(FM)
Community of License:	Pacific Grove, California
Reporting Period:	August 1, 2021 – July 31, 2022
No. of Full-time Employees:	10
Small Market Exemption:	No

During the Reporting Period, a total of three full-time positions were filled.

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<i>Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	<p>The University Corporation Director of Human Resources and Human Resources Coordinator represented the Station at the following job fairs:</p> <p>CSUMB 2021 Virtual Job / Internship Fair - 9/20/2021 & 9/21/2021</p> <ul style="list-style-type: none"> • Two-day event promoted employment opportunities for students and alumni of CSU Monterey Bay. <p>Monterey County Workforce Development Job Fair - 11/17/2021</p> <ul style="list-style-type: none"> • Event promoted employment opportunities for students and alumni of CSU Monterey Bay. <p>Ucorp Job Fair Open House - 11/17/2021</p> <ul style="list-style-type: none"> • Event promoted employment opportunities for students and alumni of CSU Monterey Bay. <p>UC Berkeley Job Fair - 3/2/2022</p> <ul style="list-style-type: none"> • Event promoted employment opportunities for students and alumni of CSU Monterey Bay. <p>CSUMB 2022 Virtual Job/ Internship Fair - 3/16/2022</p> <ul style="list-style-type: none"> • Event promoted employment opportunities for students and alumni of CSU Monterey Bay. <p>Ucorp Job Fair Open House - 4/13/2022 & 4/14/2022</p> <ul style="list-style-type: none"> • Event promoted employment
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	<p>opportunities for students and alumni of CSU Monterey Bay.</p> <p>CSUEB Job Fair - 5/5/2022</p> <ul style="list-style-type: none"> • Event promoted employment opportunities for students and alumni of CSU Monterey Bay. <p>MPC Job Fair 5/12/2022</p> <ul style="list-style-type: none"> • Event promotes employment opportunities for students and alumni of CSU Monterey Bay.
<p><i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>During the reporting period the licensee employed the following intern positions:</p> <p>09/01/21 - 11/30/22: Digital Design Intern (1)</p> <p>09/01/21 - 11/30/22: Business & Membership (1) Intern</p> <ul style="list-style-type: none"> • Through these two programs CSUMB Interns were indoctrinated into KAZU's operations concurrent with assignments involving specific tasks with established deadlines that were conducted within the parameters of normal paid Internship programs.
<p><i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>01/01/22 – Current Date: Membership Director, Business Manager and Support Coordinator completed a series of online, instructor-led Raiser's Edge and Blackbaud NetCommunity trainings to maximize the online donor experience. These staff developed strategies for displaying content specifically personalized for different groups or demographics. Other outcomes included leveraging both online messaging and conditional email content using the tools within NetCommunity to reach online Donors in a personal and professional manner.</p>
<p><i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i></p>	<p>The following employees by title participated in non-discrimination training programs:</p> <p>01/01/21 – 09/14/21: General Manager, Business Manager, Membership Director, Operations Manager, Assistant Operations Manager, News Director, Assistant News Director, two Underwriting Specialists, Support Coordinator, All Part-Time Employees and Independent Contractors directly interfacing with the station completed on-line EVERFI course on Sexual Harassment Awareness and for Supervisors (California AB 1825)</p>

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/04/2021	Underwriting Specialist	CSUMB Website
09/01/2021	Membership Director	CSUMB Website
08/16/2021	News Director	CSUMB Website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 24

Recruitment Sources Referring Interviewees in Reporting Period	Number of Persons Interviewed that the Source Referred
University Corporation at Monterey Bay (CSUMB)	24

RECRUITING SOURCES USED

The following sources were contacted for full-time job openings filled during the reporting period:

Job Title of Position: Underwriting Specialist Date of Hire: 10/04/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Chronicle.com	N	The Chronicle of Higher Education 1255 23rd Street, N.W. Washington, D.C. 20037	NA	Email: jobs@chronicle.com Phone: 202-466-1050
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Indeed.com	N	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX, 78750	NA	Email: www.indeed.com
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: https://montereybayjobs.com Phone: (800) 225-1372
NativeAmericansinHigherEd.com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
University Corp at Monterey Bay (CSUMB)	Y	University Corporation at Monterey Bay UCORP @ Ryan Ranch 100 Campus Center Seaside, CA 93955	Andrea Bozant	Email: https://csumb.edu/corporation Phone: (831) 582-3000
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Membership Director

Date of Hire: 09/01/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
CalJobs.ca.gov	N	MON Salinas AJCC 1760 Fremont Blvd., Suite D2 Seaside, CA 93955	NA	Email: www.edd.ca.gov Phone: (800) 300-5616
Chronicle.com	N	The Chronicle of Higher Education 1255 23rd Street, N.W. Washington, D.C. 20037	NA	Email: jobs@chronicle.com Phone: 202-466-1050
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Indeed.com	N	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX, 78750	NA	Email: www.indeed.com
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: https://montereybayjobs.com Phone: (800) 225-1372
NativeAmericansinHigherEd.com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
northern-ca.hercjobs.org		Higher Education Recruitment Consortium (HERC) 1012 Torney Ave #1755 San Francisco, CA 94129	NA	Email: https://www.hercjobs.org Phone: (415) 561-6400
University Corp at Monterey Bay (CSUMB)	Y	University Corporation at Monterey Bay UCORP @ Ryan Ranch 100 Campus Center	Andrea Bozant	Email: https://csumb.edu/corporation Phone: (831) 582-3000

		Seaside, CA 93955		
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

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Job Title of Position: News Director

Date of Hire: 08/16/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
CalJobs.ca.gov	N	MON Salinas AJCC 1760 Fremont Blvd., Suite D2 Seaside, CA 93955	NA	Email: www.edd.ca.gov Phone: (800) 300-5616
Chronicle.com	N	The Chronicle of Higher Education 1255 23rd Street, N.W. Washington, D.C. 20037	NA	Email: jobs@chronicle.com Phone: 202-466-1050
cpb.org	N	Corporation for Public Broadcasting 401 9th St. NW Washington, DC 20004	NA	Email: http://www.cpb.org/jobline/ Phone: (202) 879-9600
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

		San Diego, CA 92115 Phone: (800) 311 0563		
Indeed.com	N	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX, 78750	NA	Email: www.indeed.com
JournalismJobs.com	N	NewRoadsMedia.com LLC 72 Plaza Drive, 2nd Floor Berkeley, CA 94705	NA	Email: info@journalismjobs.com Phone: (510) 508-7386
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115 Phone: (800) 311 0563	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: https://montereybayjobs.com Phone: (800) 225-1372
NativeAmericansinHigherEd.com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
northern-ca.hercjobs.org	N	Higher Education Recruitment Consortium (HERC) 1012 Torney Ave #1755 San Francisco, CA 94129	NA	Email: https://www.hercjobs.org Phone: (415) 561-6400
University Corp at Monterey Bay (CSUMB)	Y	University Corporation at Monterey Bay UCORP @ Ryan Ranch 100 Campus Center Seaside, CA 93955	Andrea Bozant	Email: https://csumb.edu/corporation Phone: (831) 582-3000
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

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