

KBAY, KKDV(FM) and KEZR(FM)
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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 Hirer
Digital Sales Specialist	1, 3-4, 7-8,10-12	12
Promotion Director	1, 3-8, 9-10, 14	1
Account Executive	1-4, 7-13	10
Account Executive	1-4, 7-13	7

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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	Alpha Media Career Website www.alphamediausa.com/careers	N	6
2	Craigslist.com	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	California Broadcaster Association	N	0
5	College Central Network http://collegecentral.com/	N	0
6	Media Match https://www.media-match.com/usa/jobsboard	N	0
7	Indeed https://www.indeed.com	N	5
8	ZipRecruiter https://www.ziprecruiter.com/	N	0
9	Talent.com https://www.talent.com/	N	0
10	LinkedIn https://linkedin.com/jobs/jobs-in-san-jose-ca/	N	6
11	Glassdoor https://www.glassdoor.com	N	0
12	Internal Referral	N	1
13	SnagAJjob https://www.snagajob.com	N	0
14	All Access Music Group www.allaccess.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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EEO PUBLIC FILE REPORT
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On June 21, 2023, our SEU’s Business Manager participated in the 23 rd Annual Diversity Employment Day Career Fair at the Holiday Inn in San Jose, California. discussed careers in radio with attendees, interacted with interested attendees about careers in radio, discussed internship and employment opportunities in Radio.
2	Management-level training addressing equal employment opportunity and preventing discrimination	In June 2023, our SEU’s Promotion Director completed a ThinkHR, online training program entitled “Preventing Bullying and Violence,” provided by Alpha Media.
3	Management-level training addressing equal employment opportunity and preventing discrimination	In June 2023, our SEU’s Promotion Director completed a ThinkHR; online training program entitled “Valuing Diversity” provided by Alpha Media.
4	Management-level training addressing equal employment opportunity and preventing discrimination	In July 2023, our SEU’s Market Manager, Promotion Director and Content Director completed a ThinkHR, online training program entitled “Harassment Prevention for California Managers,” provided by Alpha Media.