

# AMENDED September 12, 2022

KUSC(FM) // KPSC(FM) // KESC(FM) // KDB(FM) // KDSC(FM)

## EEO PUBLIC FILE REPORT // LA SEU

August 1, 2021 -- July 31, 2022

### I. VACANCY LIST

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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
<b>KUSC Producer</b>	1 – 13 & 15 – 21 23 – 31 & 33 37 – 39 & 41 – 43 45 – 77	#42
<b>Business / Budget Technician (#1)</b>	1 – 13 & 15 – 21 23 – 31 & 33 38, 41, 43 46 – 77	#15

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
<b>Business / Budget Technician (#2)</b>	1 – 13 & 15 – 21 23 – 31 & 33 35, 38, 39, 41, 43 46 – 77	#15
<b>Business / Budget Technician (#3)</b>	1 – 13 & 15 – 21 23 – 31 & 33 34, 38, 41, 43 46 – 77	#34
<b>Marketing Director</b>	1 – 21 23 – 31 & 33 – 35 38, 39, 41 – 43 46 – 77	#15
<b>Digital Media &amp; Visual Design Specialist</b>	1 – 21 23 – 31 & 34 37, 38 & 41 – 43 46 – 77	#34

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Source Entitled to Vacancy  
Notification? Y/N  
No. of Interviewees Referred by  
RS Over Reporting Period

RS #

**SECTION II MASTER RECRUITMENT SOURCE LIST ("MRSL")**

Agency	Last Name/Dept	First Name	Email/Web	Street Address	City	St.	Zip		
1	Actors Fund Career Center	Berg	Ross	rberg@actorsfund.org	5757 Wilshire Blvd. #400	Los Angeles	CA	90036	Y 0
2	Arts for LA	Herrera	Gustavo	info@artsforla.org	1149 So. Hill St	Los Angeles	CA	90015	N 0
3	Braille Institute			<a href="http://brailleinstitute.org/services-for-blind-adults/career-counseling">brailleinstitute.org/services-for-blind-adults/career-counseling</a>	741 N. Vermont Ave.	Los Angeles	CA	90029	N 0
4	California Broadcasters Association	Berry	Joe	<a href="http://ca.broadcast1source.com">ca.broadcast1source.com</a>	915 "L" Street #1150t	Sacramento	CA	95814	Y 0
5	Cal State Long Beach/Career Center			<a href="http://careers.csulb.edu/employers">http://careers.csulb.edu/employers</a>	1250 Bellflower	Long Beach	CA	90840	N 0
6	CSUN/Career Center			<a href="http://csun.edu/career/employers">csun.edu/career/employers</a>	18111 Nordhoff St.	Northridge	CA	91330	N 0
7	Dan's List	Rothblatt	Dan	dan@dans-list.org	6505 Wilshire Blvd Ste. #1200	Los Angeles	CA	90048	Y 0
8	Experience Unlimited/EDD	Frigs	Jeannine	<a href="http://edd.ca.gov/Jobs_and_Training/Experience_Unlimited_Lo_cal_Information.htm">edd.ca.gov/Jobs_and_Training/Experience_Unlimited_Lo_cal_Information.htm</a>	933 S. Glendora Ave.	West Covina	CA	91790	N 0
9	JVS SoCal	Smith	Grant	gsmith@jvs-socal.org	5446 Sepulveda Blvd.	Culver City	CA	90230	N 0
10	Los Angeles Dept of Arts and Culture	Sakoda	Kristin	<a href="http://lacountyarts.org/employment">lacountyarts.org/employment</a>	1055 Wilshire Blvd, Suite 800	Los Angeles	CA	90017	Y 0
11	Los Angeles Sentinel		Alan	Suite 200	3800 Crenshaw Blvd.	Los Angeles	CA	90008	Y 0
12	Los Angeles Urban League	Kif	Maiesha	<a href="http://lajobs.laul.org/">lajobs.laul.org/</a>	4401 Crenshaw Blvd., #201	Los Angeles	CA	90043	Y 0
13	UCLA/African American Studies	Benson	Veronica	(323) 761-8888	1308 Rolfe Hall P.O. Box 957109	Los Angeles	CA	90095	N 0
14	USC Alumni Association			<a href="http://alumni.usc.edu/">alumni.usc.edu/</a>		Los Angeles	CA	90089	N 1
15	USC Recruitment Website			<a href="http://careers.usc.edu/jobs/">careers.usc.edu/jobs/</a>	Student Union #110	Los Angeles	CA	90089	N 13
16	Venice Skills Center / LAUSD	Baskin	Lisa		611 5th Avenue	Venice	CA	90291	N 0
17	Verdugo Job Center	Khachikyan	Ani	akhachikyan@glendaleca.gov.	1255 S. Central Ave.	Glendale	CA	91204	Y 0
18	West Valley Occupational Center				6200 Winnetka Ave.	Woodland Hills	CA	91367	N 0
19	American News Women's Club			anwclub@comcast.net	1607 22nd Street, NW,	Washington	DC	20008	Y 0
20	Asian American Journalists Assoc	Angela	Tang	<a href="http://aaja.org/posting_jobs_introduction">aaja.org/posting_jobs_introduction</a>	1301 K Street, NW, 300W, 3rd Fl.	Washington	DC	20005	Y 0
21	Association of Fundraising Professionals			<a href="http://jobs.afpglobal.org/employers/">jobs.afpglobal.org/employers/</a>	4300 Wilson Blvd #300	Arlington	VA	22203	N 0
22	Bing			<a href="http://bing.com">bing.com</a>					N 1
23	California Arts Council			<a href="http://arts.ca.gov/opportunities/jobform.php">arts.ca.gov/opportunities/jobform.php</a>	1300 I Street	Sacramento	CA	95814	N 0
24	California Department of Rehabilitation			<a href="mailto:administration@tapability.org">administration@tapability.org</a>	721 Capitol Mall	Sacramento	CA	95814	Y 0
25	Calif State Employment Development Dept	CalJOBS		<a href="http://edd.ca.gov/Jobs_and_Training/Caljobs.htm">edd.ca.gov/Jobs_and_Training/Caljobs.htm</a>	745 Franklin Street	San Francisco	CA	94102	Y 0
26	Cal State University Chico Career Center	Deems	Donna	<a href="http://csuchico.edu/careers/employers/">csuchico.edu/careers/employers/</a>	400 W. First Street	Chico	CA	95929	Y 0
				<a href="http://ccnma.org/careers">ccnma.org/careers</a>	ASU Walter Cronkite School of Journalism and Mass Communication				
27	CCNMA: Latino Journalists of California	Career Center		<a href="mailto:ccnmainfo@ccnma.org">Email: ccnmainfo@ccnma.org</a>	725 Arizona Ave., Suite 404	Santa Monica	CA	90401-	Y 0

28	Chronicle of Philanthropy			<a href="http://hire.philanthropy.com/careers">hire.philanthropy.com/careers</a>	1255 Twenty-Third St. 7th Floor	Washington	DC	20037	N	0
29	Community Colleges Jobs Consortium	College Central Network		<a href="http://collegecentral.com/caccjobs/">collegecentral.com/caccjobs/</a>		Sacramento	CA		N	0
30	CPB			<a href="http://cpb.org">cpb.org</a>	401 9th Street, NW	Washington	DC	20004	N	0
31	Current // Newspaper Publication			<a href="http://current.org/">current.org/</a>	4400 Massachusetts Avenue, NW	Washington	DC	20016	N	0
32	Current Virtual Job Fair								N	0
33	Emma Bowen Foundation	Barham	Michael	<a href="http://emmabowenfoundation.com/jobs">emmabowenfoundation.com/jobs</a>	No current address during pandemic				Y	0
34	Internal Candidate								N	6
35	Glassdoor			<a href="http://glassdoor.com/">glassdoor.com/</a>					N	2
36	Google Job Board			<a href="http://careers.google.com/jobs/">careers.google.com/jobs/</a>					N	0
37	HigherEd Jobs.com			<a href="http://www.higheredjobs.com">www.higheredjobs.com</a>					N	1
38	Howard University	Office of Career Services		<a href="http://careerservices.howard.edu/employers">careerservices.howard.edu/employers</a>	Powell Building, 525 Bryant Street NW	Washington	DC	20059	N	0
39	Indeed.com			<a href="http://indeed.com/">indeed.com/</a>					N	3
40	JournalismJob.com			<a href="http://journalismjob.com/">journalismjob.com/</a> Email: corp@sastha.net			MI		N	0
41	KUSC Website			<a href="http://www.kusc.org">www.kusc.org</a>		Los Angeles	CA		N	0
42	Linked-In.com			<a href="http://business.linkedin.com/talent-solutions/support.joinhandshake.com/hc/en-us/articles/218693198-How-to-Post-a-Job">business.linkedin.com/talent-solutions/support.joinhandshake.com/hc/en-us/articles/218693198-How-to-Post-a-Job</a>					N	6
43	Mills College Career Center	Ramirez	Ashley	<a href="http://monster.com">monster.com</a>	5000 MacArthur Blvd	Oakland	CA	94613	Y	0
44	Monster.com			<a href="http://jobs.current.org/#scrollSearch">jobs.current.org/#scrollSearch</a>					N	0
45	PubMedia Career Fair			<a href="http://spelman.joinhandshake.com/employer_registrations/new">spelman.joinhandshake.com/employer_registrations/new</a>		Washington	DC	20016	N	1
46	Spelman College	Career Planning & Devt		<a href="http://w">w</a>	350 Spelman Lane SW Box #10	Atlanta	GA	30314	N	0
47	Sphinx Music Organization	Strasburg	Stephane	<a href="http://sphinxmusic.org/job-postings/">sphinxmusic.org/job-postings/</a>	2200 Hunt Street, Suite 461	Detroit	MI		Y	0
48	Word of Mouth/Personal Contacts								N	0
49	Asian Business League of SF			<a href="mailto:info@ablsf.org">info@ablsf.org</a>					Y	0
50	Asian Immigrant Women Advocates			<a href="mailto:info@aiwa.org">info@aiwa.org</a>					Y	0
51	Asian Women's Resources			<a href="mailto:awrcgloria@pacbell.net">awrcgloria@pacbell.net</a>					Y	0
52	Bay Area Black Journalists Association			<a href="mailto:babja1982@gmail.com">babja1982@gmail.com</a>	1714 Franklin St. #100-260	Oakland	CA	94612	Y	0
53	Cal State East Bay	Head	Sylvia	<a href="http://csueastbay.edu/aace/employers.html">csueastbay.edu/aace/employers.html</a>	25800 Carlos Bee Blvd. SA #2300	Hayward	CA	94542	N	0
54	California State University, Chico			<a href="mailto:kaadams@csuchico.edu">kaadams@csuchico.edu</a>					N	0
55	Chinese for Affirmative Action	Lim	Amos	<a href="mailto:ejteam@caasf.org">ejteam@caasf.org</a>		Chico	CA		Y	0
56	Filipinos Advocates for Justice	Job Center		<a href="http://filipinos4action.org">filipinos4action.org</a>	310 8th Street #306	Oakland	CA	94607	Y	0
57	JVS San Francisco	Ruggles	Dylan	<a href="http://jvs.org/for-employers/">jvs.org/for-employers/</a>	225 Bush Street #400	San Francisco	CA	94104	Y	0
58	Korean Center Inc.	Park	Young		1362 Post Street	San Francisco	CA	94109	Y	0
59	Media Alliance			<a href="http://media-alliance.org/job-file/post-an-available-job/">media-alliance.org/job-file/post-an-available-job/</a>	2830 20th Street #201	San Francisco	CA	94110	Y	0
60	National University	Career Center Assistant			9388 Lightwave Ave.	San Diego	CA	92123	N	0
61	New Ways Workers	Duong	Scott		2012 Pine Street	San Francisco	CA	94115	Y	0
62	Oakland Public Library	Tominaga	Mana	<a href="mailto:oaklandhasjobs@gmail.com">oaklandhasjobs@gmail.com</a>	125 14th Street	Oakland	CA	94612	Y	0
63	San Francisco Conservatory of Music			<a href="http://sfc.edu/student-resources/professional-development-and-engagement-center/employment-opportunities">sfc.edu/student-resources/professional-development-and-engagement-center/employment-opportunities</a>	50 Oak Street	San Francisco	CA	94102	N	0



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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	<b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b>	<p>In November 2021, all SEU managers took a USC-sponsored online course focused on the prevention of sexual harassment in the workplace.</p> <p>Among other topics, the course defined sexual harassment and discussed the importance of a harassment-free workplace.</p>
2	<b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b>	<p>The SEU continued its efforts begun last year on a substantial staff journey focusing on <i>Diversity, Equity, Inclusion, &amp; Belonging</i>.</p> <p>Two all-staff working sessions were held with external facilitators. In addition, several learning webinars and seminars were offered.</p> <p>The goal was to develop and apply a set of DEIB competencies that reflect good Diversity Management.</p>

		<p>A <i>DEIB Task Force</i> was also initiated this year, comprised of representatives from each department, advising the <b>President/General Manager</b> on DEIB matters.</p>
3	<p><b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b></p>	<p>On June 22, 2022, the SEU’s <b>Director of Compliance</b>, Bill Kappelman, held an hour long EEO seminar attended by all hiring station managers, the leadership team, and the DEIB Task Force.</p> <p>This was a self-assessment exercise focusing on what worked and what did not in terms of productive outreach efforts.</p> <p>A variety of topics and methodologies for ensuring equal employment opportunity, as well as ways to comply with FCC EEO regulations were presented.</p> <p>A vigorous group discussion was then held amongst this group, taking a serious look at ways to improve our outreach efforts to Community Groups for each of our job vacancies.</p>
4	<p><b>Participate in a job or career fair</b></p>	<p>On March 29, 2022, several upper-level managers with hiring authority participated in the <u><i>Current Virtual Career Fair</i></u> sponsored by <i>Current</i>, the public media trade magazine.</p> <p>All done virtually ,the managers “chatted” with prospective job applicants --through the job fair platform’s chat feature – and answered any questions the job seekers had.</p>

	<p>Managers were also able to review resumes that had been uploaded through the <u>Fair</u> portal.</p>
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