

**KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM),  
 KWNN(FM), KJOY(FM) and KESP(AM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2016 – July 31, 2017**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Manager	11-14; 17-18; 22-25; 28	14
Programming Director KATM	10-14; 17-18; 22-25	13
Sales Assistant	10-14; 17-18; 22-25	17
Business Manager	10-14; 17-18; 22-25	14

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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	<b>NAACP/Stanislaus County</b> Beverly Gilchrist P.O. Box 5224 Modesto, CA 95351 (866) 63-NAACP	No	0
2	<b>University of the Pacific Career Resource Center</b> John Carvana 3601 Pacific Avenue Stockton, CA 95211 (209) 946-2344	No	0
3	<b>Hispanic Chamber of Commerce</b> Theresa Clarke 1114 J Street Modesto, CA 95354 (209) 549-1140	No	0
4	<b>NAACP/San Joaquin County</b> P.O. Box 907 Stockton, CA 95201 (866) 63-NAACP	No	0
5	<b>San Joaquin Delta College</b> Jazmin Amen 5151 Pacific Avenue Stockton, CA 95207 (209) 954-5614	No	0
6	<b>Stanislaus Dept. of Employment Training Career Development</b> Britt Moore P.O. Box 3091 Modesto, CA 95353 (209) 567-4985	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	<b>Modesto Junior College Career Development Center</b> Claudia Ramirez 435 College Avenue Modesto, CA 95350 (209) 575-6239	No	0
8	<b>Stanislaus Dept. of Employment Training Job Placement</b> Norma Torres-Manriquez P.O. Box 3091 Modesto, CA 95353 (209) 567-4985	No	0
9	<b>Stanislaus Career Network</b> Kristy Feliciano P.O. Box 3389 Modesto, CA 95353 (209) 558-2113	No	0
10	<b>Ziprecruiter</b> <i>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)	No	1
11	<b>Linkedin.com</b>	No	0
12	<b>Internal Job Posting</b>	No	7
13	<b>All Access</b> 28955 Pacific Coast Hwy. Malibu, CA 90265 (310) 457-6616 allaccess.com	No	19
14	<b>Internal Transfer/Promotion</b>	No	2
15	<b>On-Air Announcements</b> (one or more SEU stations)	No	0
16	<b>Craigslist</b> modesto.craigslist.org stockton.craigslist.org.	No	0
17	<b>Word-of-Mouth Referral</b>	No	1
18	<b>Indeed.com</b>	No	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>ITT Technical Institute</b> 16916 South Harlan Road Lathrop, CA 95330 (209)858-0077 vkayna@itt-tech.edu	No	0
20	<b>MTI College</b> 5221 Madison Ave Sacramento, CA 95841 (916)339-1500 jhoang@mticollege.edu	No	0
21	<b>SEU Open House on site</b>	No	0
22	Cumulus Job Board <a href="http://www.cumulus.hrmdirect.com">www.cumulus.hrmdirect.com</a>	No	1
23	Simply Hired Website <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
24	Glassdoor Website <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
25	Linkup Website <a href="http://www.linkup.com">www.linkup.com</a>	No	0
26	SEU Internship Program (See Section III)	No	0
27	SEU Job Fairs (see Section III)	No	0
28	TDGA.org (Traffic Directors Guild of America website)	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			40

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	Delta college Radio/Television degree students were invited to the SEU stations on May 17, 2017 from 9am-12pm and were addressed by the Promotions Manager and the Operations Manager regarding careers in radio. Focusing on how to get in at the ground level and work up to desired positions.
2	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	KWIN morning show host spoke at the Hispanic Chamber's Student Financial Aid and College Awareness Workshop at the University of the Pacific on January 29, 2017. She spoke about careers in radio and how a college education can get the students to where they want to be in radio broadcasting.
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	KWIN morning show host spoke at the LULAC Youth Leadership conference at Delta College on December 2, 2016. She spoke about leadership and what it means for radio broadcasting careers.
4	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	KWIN morning show host spoke at the Officer Retreat at the Tri Delta sorority house on the UOP campus on April 1, 2017. She spoke about leadership and what it means for radio broadcasting careers for women.
5	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	Throughout this reporting period, the SEU conducted tours of our facilities for interested students and youth groups.
6	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	KWIN morning show host spoke at the Career Day at the Able Charter School on April 26, 2017. She spoke about leadership and what it means for a radio broadcasting career.
7	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	On March 22, 2017, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' VP of Finance in the San Francisco office. The SEU's VP/Market Manager, Sales Manager, Operations Manager, Promotions Manager,

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
		Program Directors, Assistant Business Manager and Business Manager were active attendees in that seminar.