

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 01, 2008 to July 31, 2009.

1) Employment Unit Location/Name: SAN JOSE

2) Unit Members (List all station call signs and communities of license): KBAY-FM
KEZR-FM

3) EEO Contact Information for Employment Unit:

Mailing Address: KBAY/KEZR Radio 190 Park Center Plaza # 200 San Jose, CA 95113	Telephone Number: 408-287-5775
	Contact Person: Trang Nguyen
	E-mail Address: Tnguyen@kbay-kezr.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive _____	Word of Mouth _____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____

Stations KBAY and KEZR are Equal Opportunity Employers.

5) Job Title: Account Executive

Referral Source(s) of Hire: Word of Mouth

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
National Association for the Advancement of Color People San Jose Branch		304 N. Sixth Street San Jose, CA 95112	408-295-3394	Yes
Young Women's Christian Association of Santa Clara Valley	Keri Proconier Mclain	375 S. Third St. San Jose, CA 95112	408-295-4011 Fax: 408-295-0608	Yes
Ohlone College Job Placement	Mary Vanoord	43600 Mission Blvd Fremont, CA 94539	510-659-6000	Yes
DeAnza College Career Planning & Placement	Blanche Monary	21250 Stevens Creek Blvd Cupertino, CA 95112-1911	Fax: 408-864-5607	Yes
Hispanic Chambers of Commerce		696 E Santa Clara St. Ste 106 San Jose, CA 95112-1911	408-494-0296 Fax: 408-494-0291	Yes
Caljobs.ca.gov	Pam Kinney	2450 S Bascom Ave Campbell, CA 95008	408-369-3600	Yes
National Hispanic University	Rachel Rosas	14271 Story Road San Jose, CA 95127-3823	408-273-2711	Yes
Asian Week	Danny Chou	809 Sacramento Street San Francisco, CA 94108	415-397-0220	Yes
KBAY/KEZR On-Air Advertisement	Trang Nguyen	190 Park Center Plaza Ste 200 San Jose, CA 95113	408-287-5775	Yes
KBAY.com KEZR.com	Trang Nguyen	190 Park Center Plaza Ste 200 San Jose, CA 95113	408-287-5775	Yes
Bay Area Star	Nancy Bell	855 Battery Street	415-765-8702	Yes
Santa Clara University Services Career Center	Nancy Myrback	500 El Camino Real Santa Clara, CA 95053	408-554-4072	Yes
San Jose City College Career Center	Jennette D'Anna	2100 Moorpark Avenue San Jose, CA 95128	408-288-3794 Fax: 408-286-0412	Yes
San Jose State University Career Planning and Placement	Irene Peck	1 Washington Square San Jose, CA 95192-0032	408-924-6033 Fax: 408-924-6052	Yes
Craigslist.Org	Customer Service	PO Box 225159 San Francisco, CA 94122-5159	415-566-6394 Fax: 415-504-6394	Yes

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. San Jose State University *. The Employment Unit promoted and participated in the event.</p>	October 16, 2008	General Manager
<p>2. De Anza College – Career Center Fall 2008 * The Employment Unit promoted and participated in the event.</p>	October 23, 2008	Promotion Director
<p>3. NCBA Job Fair * The Employment Unit promoted and participated in the event.</p>	March 16, 2009	Promotion Coordinator
<p>4. De Anza College – Career Center Fall 2008 *The Employment Unit promoted and participated in the event.</p>	March 14, 2009	Promotion Coordinator

* KBAY/KEZR personnel participated in the Job Fair by distributing information regarding current job openings, accepting resumes and answering questions regarding station employment, internships and careers in broadcasting.

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
KBAY-FM/KEZR-FM have made significant contributions to the radio career websites (www.kbaycom) (www.kezr.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	Human Resource

(c) Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Sierramont Middle School Career Day. Personnel involved with the event answered questions and discussed about Careers in radio.	March 19, 2009	On-Air Talent
Nordstrom Elementary School in Morgan Hill. The Employment Unit participated in a discussion about Careers in radio.	May 15, 2009	On-Air Talent

(d) Training Management Personnel.

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
EEO & Anti-Discrimination Training. Employment unit personnel participated in a conference to review methods of ensuring equal employment opportunity and preventing discrimination.	July 25, 2008	General Manager, Controller, General Sales Manager, Local Sales Manager, Chief Engineer, Promotion Director, Programming Director