

Annual EEO Public File Report

Station(s) Comprising Station Employment Unit:
KSJO(FM), San Jose, CA, FAC ID: 4117

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of station KSJO(FM), and will be placed in the station’s public inspection file and posted on its website.

The information contained in this Report covers the time period from August 1, 2017 to (and including) July 31, 2018 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period, identified by job title;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC’s Rules, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

The following Appendices 1, 2 and 3 have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

August 1, 2017 to July 31, 2018
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Appendix 1
Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree
Account Executive	Website Posting
Account Executive	Website Posting
On Air Talent	External Recommendation

Total Number of Persons Interviewed During Applicable Period: 6

August 1, 2017 to July 31, 2018
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Appendix 2
Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Linkedin.com	0	0
Craigslist.com	0	0
KSJO Website/On-Air	2	2
Internal Posting/Referral	0	0
All Access	1	0
Job Fairs	2	0
External Recommendation	1	1

August 1, 2017 to July 31, 2018
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Appendix 3
Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KSJO(FM)

National Career Fair - San Jose Career Fair

Date: November 14, 2017

Location: Hilton Doubletree Hotel - 2050 Gateway Place

City: San Jose

Duration: 11 AM - 2PM

On-site representative: Nate Guevara

Job postings: 3 - Account Executive, Board Operator, Operations Intern

National Career Fair - San Jose Career Fair

Date: January 24, 2018

Location: Four Points By Sheraton Hotel San Jose Airport - 1471 North 4th Street

City: San Jose

Duration: 11 AM - 2PM

On-site representatives: Nate Guevara, Shrinkhala Lamichhaney

Job postings: 3 - Account Executive, Board Operator, Operations Intern

National Career Fair - San Jose Career Fair

Date: March 6, 2018

Location: Four Points By Sheraton Hotel San Jose Airport - 1471 North 4th Street

City: San Jose

Duration: 11 AM - 2PM

On-site representative: Nate Guevara

Job postings: 3 - Account Executive, Board Operator, Operations Intern

City Career Fair - Diversity Employment day Career Fair

Date: June 20, 2018

Location: Hilton Doubletree Hotel - 2050 Gateway Place

City: San Jose

Duration: 11 AM - 3PM

On-site representatives: Nate Guevara

Job postings: 2 - Account Executive, Operations Intern

Internship Program

Ongoing – Program Goals, Objectives and Eligibility Requirements:

- Recruit candidates from our community to prepare them for entry-level jobs within the broadcast industry.
- Develop links with technical school, universities and colleges to promote the station as prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will prove their chances for success with in the broadcast industry.
- Interns must be 18 years of age or older and must be an enrolled student at an accredited institution. Interns must also be authorized to work in the United States.

Active Interns: 2

Over-the-Air Announcements

Cart 4097- Announced the next job event (National Career Fair/City Career Fair) we are attending.

Aired 205 times on KSJO (FM) during the time period covered by this report.

Cart 4001 (File B 4001) - Announced that we are hiring for full-time and part-time sales account executives.

Aired 501 times on KSJO (FM) during the time period covered by this report.