

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, 2021 to (and including) July 31, 2022 (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 hire 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 hire accepted the job offer.

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Appendix 1
Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire
Director of Administration	Internal Referral
On-Air Host	Internal Referral

Total Number of Persons Interviewed During Applicable Period: 28

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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	4	0
Craigslist.com	8	0
Bolly923fm.com/job- opportunities/ (KSJO Website)	8	0
Internal Referral	2	2
AllAccess.com	0	0
National Career Fairs 1291 Galleria Drive Henderson, NV 89014	0	0
External Recommendation	1	0
City Career Fair / Diversity Recruiters Network 562-863-2612	1	0
Choice Career Fairs 8550 W. Desert Inn Rd Suite 102 – 204 Las Vegas, VA 89117	0	0
ZipRecruiter.com	4	0

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Appendix 3
Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KSJO(FM)

Silicon Valley Diversity Employment Day Career Fair 2022

Date: June 15, 2022

Location: 2050 Gateway Place

City: San Jose

Duration: 11 AM – 3 PM

On-site representatives: Nate Guevara

Job postings: 2 – Board operator / Account executive

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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: 0

Over-the-Air Announcements

Cart 4064 – 30 second spot announced the job fair event from City Career Fair / Diversity Recruiters Network that KSJO attended as well as description of openings and aired 146 times on KSJO (FM) during the time period covered by this report.

Cart 4189 – 60 second spot announced the job fair event from City Career Fair / Diversity Recruiters Network that KSJO attended as well as description of openings and aired 68 times on KSJO (FM) during the time period covered by this report.