

KEST(AM), KIQI(AM) and KATD(AM)
EEO PUBLIC FILE REPORT
August 1, 2015 – July 31, 2016

I. VACANCY LIST

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
<i>NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD</i>	<i>N/A</i>	<i>N/A</i>

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Did Recruitment Source Request Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<i>N/A</i>	<i>AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.</i>	<i>N/A</i>	<i>N/A</i>

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	<p>Host an activity designed to disseminate information about employment opportunities to candidates who might otherwise be unaware of such opportunities</p>	<p>On July 26, 2016, our SEU hosted the Mid-Peninsula Boys and Girls Teen Club for a half-day broadcast camp during which they toured the facilities and listened to presentations about careers in broadcasting. Station personnel including our Regional Manager and Vice President, Director of Operations, Operations Coordinator and General Manager spoke about their particular jobs and how they got into broadcasting. The teens learned first-hand about day-to-day operations of the stations, the staff hierarchy, behind the scenes operations within the studios, equipment used and what jobs are available for students. The group of 10 teens formed smaller groups in order to compose public service announcements (“PSA”) about the Boys and Girls Teen Club-“What the Club Means to Me”. Then, the teens were shown how to edit and produce the spots with music. The PSAs were recorded in English and Spanish.</p>