

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
Content Director	1-4 & 6-50	4
Major Gift Officer	1-5 & 7-50	5
Customer Service Representative	1-5 & 7-50	2

KUSC(FM), KPSC(FM), KESC(FM), KDB(FM), KDSC(FM)

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Source Entitled to Vacancy
Notification? Y/N
No. of Interviewees Referred
by RS Over Reporting Period

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS #	Organization	Contact Person	Address	City	St.	Zip	Source Entitled to Vacancy Notification? Y/N	No. of Interviewees Referred by RS Over Reporting Period
1	Station Website	Kappelman Bill	http://www.kusc.org/	Los Angeles	CA	90071	N	0
2	USC Recruitment Website		http://www.usc.edu/go/jobs	Los Angeles	CA	90089	N	11
3	Internal Posting	Kappelman Bill		Los Angeles	CA	90071	N	1
4	Word of Mouth // Personal Contacts						N	4
5	Indeed.com (Paid Website)		http://www.indeed.com				N	7
6	LinkedIn.com		http://www.linkedin.com/				N	2
7	Art Institute of LA	Davtyan Susanna	2900 31st Street	Santa Monica	CA	90405-3035	Y	0
8	American Women in Radio & Television	Mitchel Spencer	P.O. Box 7431	Burbank	CA	91510	Y	0
9	Career Transition Center		3447 Atlantic Ave.	Long Beach	CA	90807	N	0
10	Community Redevelopment Agency		354 South Spring Street	Los Angeles	CA	90013	N	0
11	CSULB/Film & Electronic Arts Dept.	Thomas Donna	1250 Bellflower	Long Beach	CA	90840-0113	Y	0
12	CSUN/Career Center		18111 Nordoff St.	Northridge	CA	91330-8241	N	0
13	East L.A. Occupational Center	Peralta Martha	2100 E. Marengo Street	Los Angeles	CA	90033	Y	0
14	Employment Development Department	Lizama Milena	12715 S. Pioneer Blvd.	Norwalk	CA	90650	N	0
15	Experience Unlimited/EDD		933 S. Glendora Ave.	W. Covina	CA	91790	N	0
16	Florida A&M University		314 Tucker Hall	Tallahassee	FL	32307-4800	Y	0
17	Glendale College/Student Employment Srvc	Dadoodi Sharis	1500 N. Verdugo	Glendale	CA	91208	Y	0
18	Golden State Mgmt Services		120 S. Euclid Ave.	Pasadena	CA	91101	N	0
19	Golden State Minority Fnd.		333 S. Beaudry Ave. #216C	Los Angeles	CA	90017	N	0
20	Goodwill Industries	Marsh James	14550 Victory Blvd.	Van Nuys	CA	91401	Y	0
21	Inglewood Adult Education	Ballard Ralph	115 W. Kelso St.	Inglewood	CA	90301	N	0
22	Jewish Vocational Services	Maher Teri	5700 Wilshire Blvd. #2303	Los Angeles	CA	90036	Y	0
23	Jewish Vocational Services (Valley)	Maher Teri	22622 Vanowen St.	West Hills	CA	91307	Y	0
24	KFWB	Nguyen Jennifer	6230 Yucca Street	Los Angeles	CA	90028	Y	0
25	KKLA/KIEV Radio		701 N. Brand Blvd #550	Glendale	CA	91203	Y	0
26	KPFK-FM		3729 Cahuenga Blvd West	N Hollywood	CA	91604	Y	0
27	KTLA-TV		5800 Sunset Blvd	Hollywood	CA	90028	Y	0
28	KTYM-AM	Borrego Gerardo	6803 West Blvd.	Inglewood	CA	90302-1832	Y	0
29	KXLU-FM	Amossow Lydia	7900 Loyola Blvd.	Los Angeles	CA	90045	Y	0
30	L.A. Valley College		5800 Fulton Ave.	Van Nuys	CA	91401-4096	Y	0

31	Los Angeles Urban League	Robbins	Elainea	3450 Mt. Vernon Drive	Los Angeles	CA	90008	Y	0
32	Marina Del Rey Work Source		Jennifer	13160 Mindanao Way #240	Marina del Rey	CA	90292	Y	0
33	Maxine Waters Empl. Preparation Center	Jumucio	Sergio	10925 S. Central Avenue	Los Angeles	CA	90059	Y	0
34	Millikan High School		Denise	2800 Snowden Ave	Long Beach	CA	90815	Y	0
35	National Hispanic Media Coalition			2514 S. Grand Ave	Los Angeles	CA	90007	Y	0
36	Native American Public Telecommunications			PO Box 83111	Lincoln	NE	68501	Y	0
37	Nat'l Lesbian & Gay Journalists Assoc.	Jayes	Arin	1420 K Street, NW Suite 910	Washington	DC	20005	Y	0
38	Plaza de La Raza	Jimenez Torrez	Maria	3540 N. Mission Rd	Los Angeles	CA	90031	Y	0
39	SCBA			5670 Wilshire Blvd., Suite 1370	Los Angeles	CA	90036	Y	0
40	Social Concerns of So. Calif.			12930 N. Lime Ave.	Compton	CA	90221	N	0
41	SOUTH ASIAN JOURNALISTS Assoc.			2950 Broadway	New York	NY	10027	N	0
42	Spanish Coalition for Jobs, Inc.	Estrada	Elbia	2011 W. Pershing Rd.	Chicago	IL	60609	Y	0
43	TELACU	Viramontes	Jacky	5400 E. Olympic Blvd. Suite #300	Los Angeles	CA	90022	Y	0
44	Venice Skills Center / LAUSD	Lynch	Leo	611 5th Avenue	Venice	CA	90291	Y	0
45	Verdugo Job Center	Jordan	Gail	1255 S. Central Ave.	Glendale	CA	91204	Y	0
46	WBUR-FM	Johnson	Downa	890 Commonwealth Ave.	Boston	MA	02215	Y	0
47	West Los Angeles Job Shop	Ayele	Beth	13160 Mindanao Way, Suite #105	Marina Del Rey	CA	90292	Y	0
48	West Valley Occupational Center			6200 Winnetka Ave.	Woodland Hills	CA	91367	Y	0
49	Westside Career Resource Center			8905 Venice Blvd.	Los Angeles	CA	90034	N	0
50	Yang-Na Institute/Ensemble	Miller	Marty	11684 Ventura Blvd	Studio City	CA	91604	Y	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 25

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	<p><u>Mentoring program</u> for station personnel</p> <p>Establish a mentoring program for station personnel</p>	<p>The SEU has established a formal mentoring program whereby USC Radio President Brenda Barnes meets with SEU employees promoted to management each month.</p> <p>During these mentoring meetings, Ms. Barnes provides insight on various topics such as management techniques, personnel matters, avoiding discrimination in the workplace, etc., and answers any questions the newly-promoted employees may have.</p>
2	<p>List each <u>Upper-Level Opening</u> in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities</p>	<p>During this Reporting Period, the SEU listed upper-level job openings with several trade organizations whose membership includes substantial participation of women and minorities, including American Women in Radio & Television.</p>

3	<p>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</p>	<p>During this reporting period, USC Radio President mentored 2 former students from the <i>USC Neighborhood Academic Initiative</i>, a college preparatory program for low income children in the poor neighborhoods surrounding USC.</p> <p>The mentorship program spans the entire academic year and allows mentees a window into what it's like to work in radio and what academic qualifications and skills are needed to succeed</p>
4	<p>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</p>	<p>On October 15, 2015, the SEU's Assistant Program Director gave a station tour to a student from UCSB. The student was provided a "behind the scenes" view of our studios and had the opportunity to ask questions about careers in broadcasting.</p>
5	<p>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</p>	<p>On July 22, 2016, the SEU's Executive Producer gave a station tour to a student from Butler University in Nashville. The student was provided a "behind the scenes" view of our studios and had the opportunity to ask questions about careers in broadcasting.</p>