
EEO PUBLIC FILE REPORT

August 1, 2014-July 31, 2015

1. **VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used Fill Vacancy	RS Referring Hiree
Administrative Assistant	1 - 60	24
Music Director	1 - 60	16
Program Host	1 - 60	3

KDFC(FM), KOSC(FM), KXSC(FM)

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RS #

II. MASTER RECRUITMENT SOURCE LIST ("MRS L")

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

RS #	Organization	Contact Person	Address	City	State	Zip	Source Entitled to Vacancy Notification? Y/N	No. of Interviews Referred by RS Over Reporting Period	
1	Station Website	Lueth	Bill	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	0
2	Word of Mouth // Referral	Lueth	Bill	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	4
3	Internal Posting/Candidate	Lueth	Bill	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	1
4	Academy of Art College	Ellen Supple		79 New Montgomery	San Francisco	CA	94105	Y	0
5	Art Institute of SF		Director of Career Services	1170 Market Street	San Francisco	CA	94102-4908	Y	0
6	Asian Business League	John Chiang	Treasurer	P.O. Box 191345	San Francisco	CA	94119	Y	0
7	Asian Week	Danny Chou		809 Sacramento Street	San Francisco	CA	94108	Y	0
8	Braille Institute	John Silver		741 N. Vermont Ave.	Los Angeles	CA	90029	Y	0
9	CalWorks Education & Training	Mary Magee	Career Counselor/ Job Developer	1400 Evans Avenue, Room 221	San Francisco	CA	94124	Y	0
10	Center Southeast Asian Refugees	Jobs Desk		875 O'Farrell Street	San Francisco	CA	94109	Y	0
11	City College of San Francisco	Francine Podenski		60 Phalen Ave, Box A6	San Francisco	CA	94112	Y	0
12	City College of San Francisco, Southeast Campus		Job Matching Program Coordinator	1800 Oakdale Avenue	San Francisco	CA	94124	Y	0
13	College of Alameda	Monique Perkins		555 Atlantic Avenue	Alameda	CA	94501	Y	0
14	College of Notre Dame	Career Center		1500 Ralston Avenue	Belmont	CA	94002	Y	0
15	Craigslist.org							N	0
16	Current.org			6930 Carroll Avenue, Suite 350	Takoma Park	MD	20912	N	4
17	Department of Rehabilitation	Marilyn Ridgway	Senior Vocational Rehabilitation Counselor	301 Howard Street, 7th Floor	San Francisco	CA	94105	Y	0
18	Department on the Status of Women	Job Board		25 Van Ness Avenue, Suite 130	San Francisco	CA	94102	Y	0
19	Diablo Valley College	Sarah Boland	Coordinator, Career and Employment Center	321 Golf Club Road	Pleasant Hill	CA	94523	Y	0
20	Dominican University of California	Vanessa Ioannides	Director	50 Acacia Avenue	San Rafael	CA	94901	Y	0
21	East Bay Works Center	Claire Marcheano	Career Center Coordinator	4071 Port Chicago Highway #250	Concord	CA	94520	Y	0
22	Emma L. Bowen Foundation for Minority	Sandra Rice	Vice President/ Eastern Division	524 West 57th Street	New York	NY	10019	Y	0
23	Filipinos for Affirmative Action	Judith Olais	Administrative Assistant	310 Eight Street, Suite 306	Oakland	CA	94607	Y	0
24	Indeed.com			7501 N. Capital of Texas Hwy, Building B	Austin	TX	78731	N	5
25	KCSM-TV & FM	Pat Hartnett		1700 West Hillsdale Blvd.	San Mateo	CA	94402	Y	0
26	Korean Center Inc.	Young Park	Employment Specialist	1362 Post Street	San Francisco	CA	94109	Y	0
27	KPIX-TV News	Barbara Rodgers		855 Battery Street	San Francisco	CA	94111	Y	0
28	KQED, Inc.	Anh Lan Hoang		2601 Mariposa Street	San Francisco	CA	94110	Y	0
29	KZSU	Sean Kennedy		P.O. Box 20190	Stanford	CA	94309	Y	0
30	Laney College	Velda Goe	Media Communication	900 Fallon	Oakland	CA	94607	Y	0
31	LDS Employment Center	Jed McNeil		3060 Patt Avenue	San Jose	CA	95133	Y	0
32	MediaLine	C/O Mark Shilstone		PO Box 51909	Pacific Grove	CA	93950	Y	0
33	Merritt College		Career and Placement Center	12500 Campus Drive, Bldg. Q202	Oakland	CA	94619	Y	0
34	Mills College		Career Center	5000 McArthur Blvd	Oakland	CA	94619	Y	0
35	Monster.com							N	0
36	National Hispanic University	Rachel Rosas		14271 Story Road	San Jose	CA	95127-3823	Y	0
37	National University		Attn: Center Assistant	3031 Tisch Way	San Jose	CA	95128-2541	Y	0
38	Native American Public Telecommunications			PO Box 83111	Lincoln	NE	68501	Y	0
39	Nat'l Assoc. Of Black College Broadcasters			PO Box 3191	Atlanta	GA	30302	Y	0
40	Nat'l Assoc. Of Black Journalists			8701A Adelphi Rd.	Adelphi	MD	20783-1716	Y	0
41	Nat'l Assoc. Of Hispanic Journalists			1000 National Press Building	Washington	DC	20045-2001	Y	0
42	New Ways Workers	Scott Duong		2012 Pine Street	San Francisco	CA	94115	Y	0
43	North Richmond Career Center	Joe Wallace		305 Chesley Avenue	Richmond	CA	94801	N	0
44	Northern California Broadcaster Association	Terry De Voto		50 Francisco Street, Suite 450	San Francisco	CA	94133	Y	0
45	Oakland Public Library		Career Librarian	125 14th Street	Oakland	CA	94612	Y	0
46	Peralta Colleges TV		Program Coordinator	900 Fallon	Oakland	CA	94607	Y	0
47	Potrero Hill Neighborhood House	Gwen Character		953 De Haro Street	San Francisco	CA	94107	Y	0
48	San Francisco Chamber of Commerce		The Job Forum	235 Montgomery Street, 12th Floor	San Francisco	CA	94104	Y	0
49	San Francisco Conservatory of Music	Kevin McLaughlin	Library Director	50 Oak Street	San Francisco	CA	94102	N	0
50	San Francisco Housing Authority	Josephina Lopez		100 Appleton Avenue	San Francisco	CA	94110	Y	0

51	San Jose State University	Kim Massey, Ph.D.	Department of Theatre Arts	One Washington Square	San Jose	CA	95192-0098	Y	0
52	Sonoma State University		Career Center	1901 E. Cotati Avenue	Rohnert Park	CA	94928	Y	0
53	Spanish Coalition for Jobs, Inc.	Sandra Luna		2011 W. Pershing Rd.	Chicago	IL	60609	Y	0
54	St. Mary's College	Ed Tywoniak	Communication Department	1928 St. Mary's Road	Moraga	CA	94556	Y	0
55	St. Mary's College of CA	Ferroggiaro Bldg.	Career Management Consultant	PO Box 3421	Moraga	CA	94575	Y	0
56	UC Berkeley		Career Center	210 Sproul Hall	Berkeley	CA	94720	Y	0
57	University of Southern California	jobs.usc.edu	Talent Management Customer Service	3965 S. Vermont Ave	Los Angeles	CA	90037	N	1
58	Women@Work Network, LLC			85 Old Ridgefield Road, Second Floor	Wilton	CT	06897	Y	0
59	Youth Radio	Jacinda Abacarian	Managing Director	1701 Broadway	Oakland	CA	94612-2105	Y	0
60	YWCA of San Francisco		Attn: Admin	9940 Powell Street, Apt 101	San Francisco	CA	94108	Y	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 15

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection) [Point Value]	Brief Description Of Activity
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 2, 2015, KDFC’s President took an online Sexual Harassment prevention training course. The training course covered a variety of topics, including types of sexual harassment and how to properly handle reports of sexual harassment made by employees.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On July 10, 2015, KDFC’s Budget Administrator took an online Sexual Harassment prevention training course. The training course covered a variety of topics, including types of sexual harassment and how to properly handle reports of sexual harassment made by employees.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 17, 2015, KDFC’s Operations Administrator took an online Sexual Harassment prevention training course. The training course covered a variety of topics, including types of sexual harassment and how to properly handle reports of sexual harassment made by employees.
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2015, KDFC’s Assistant Program Director took an online Sexual Harassment prevention training course. The training course covered a variety of topics, including types of sexual harassment and how to properly handle reports of sexual harassment made by employees.
5	Participate in other activities reasonably calculated to disseminate information about	On July 7, 2015, KDFC President participated in “Classical Music Rising,” a small group

	careers in broadcasting	discussion among classical music broadcasters about talent development and recruitment, including how to more effectively recruit job candidates.
6	Training programs that enable station personnel to acquire skills to qualify them for higher level positions.	In August 2014, our Operations Coordinator received technical training from the Director of Operations and Radio Director of Engineering. In addition, our Operations Coordinator received managerial training from KDFC's President. These training sessions enabled the Operations Coordinator to be promoted to Operations Administrator.