

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

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**EEO PUBLIC FILE REPORT**

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August 1, 2012-July 31, 2013

I. **VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
<b>Administrative Assistant</b>	1 - 58	10
<b>Business Administrator</b>	1 - 58	2

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

RS # II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<u>Organization</u>	<u>Contact Person</u>		<u>Address</u>	<u>City</u>	<u>State/Zip</u>		
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	2
3 Internal Posting/Candidate	Lueth	Bill	201 3rd St, Ste 1200	San Francisco	CA 94109	NA	0
4 Art Institute of LA	Saunders	Scott	2900 31st Street	Santa Monica	CA 90405-3035	Y	0
5 Bay Area Society for Television, Advertising and Radio	Yost	Karie	c/o KGO-TV 900 Front Street	San Francisco	CA 94111	Y	0
6 Black American Cinema Society	Clayton	Dr. Mayme	3617 Montclair St.	Los Angeles	CA 90018	Y	0
7 Braille Institute	Silver	John	741 N. Vermont Ave.	Los Angeles	CA 90029	Y	0
8 Cal. State U. at Chico	Winans	Noele	Placement Office	Chico	CA 95929-0700	Y	0
9 Concerned Artists Action Group	Hamilton	Shirley	1106 W 64th St.	Los Angeles	CA 90044	Y	0
10 Craigslist						N	5
11 Glendale College/Student Employment service	Kostjal	Kathy	1500 N. Verdugo	Glendale	CA 91208	Y	0
12 Goodwill Industries	Banu	Jeannine	14550 Victory Blvd.	Van Nuys	CA 91401	Y	0
13 HAZ -- Artists of Song	Williams	Marian	4001 Degnan Blvd	Los Angeles	CA 90008	Y	0
14 KFWB	Baker	Jen	5670 Wilshire Blvd, Suite 200	Los Angeles	CA 90035-5611	Y	0
15 KJZZ-FM	Piper	Dave	1288 N. Bellflower Blvd	Long Beach	CA 90815-4198	Y	0
16 KKLK/KIEV Radio	Halvorsen	Phyllis	701 N. Brand Blvd #550	Glendale	CA 91203	Y	0
17 KPFK-FM	Bar-Cohen	Limor	3729 Cahuenga Blvd West	N Hollywood	CA 91604	Y	0
18 Los Angeles Urban League	Services Dept	Employment	3450 Mt. Vernon Drive	Los Angeles	CA 90008	Y	0
19 Marina Del Rey Work Source			13160 Mindanao Way #240	Marina del Rey	CA 90292	Y	0
20 Northern California Broadcaster Association	De Voto	Terry	50 Francisco Street, Suite 450	San Francisco	CA 94133	Y	0
21 Plaza de La Raza	Cano	Rose	3540 N. Mission Rd	Los Angeles	CA 90031	Y	0
22 So. Calif. Project with Industry	Wirick	Anastasia	7830 Quill Dr., Suite #D	Downey	CA 90242	Y	0
23 Social Concerns of So. Calif.	Gill	Effie	12930 N. Lime Ave.	Compton	CA 90221	Y	0
24 The Lords Lighthouse Ministry	Samm	Butch	1760 N Gower Ave	Hollywood	CA 90028	Y	0
25 UCLA/African American Studies	Benson	Veronica	Box 951545	Los Angeles	CA 90095-1545	Y	0
26 Verdugo Job Center	Jordan	Gail	1255 S. Central Ave.	Glendale	CA 91204	Y	0
27 WBUR-FM	Shaw	Jessica	890 Commonwealth Ave.	Boston	MA 02215	Y	0
28 Actors Work Program	Friedman	Phyllis	5757 Wilshire Blvd. #400	Los Angeles	CA 90036	Y	0
29 Career Planning Center	Goldoni	Lelia	1623 S. La Cienega	Los Angeles	CA 90035	Y	0

30	Career Transition Center	Jones	Evelyn	3447 Atlantic Ave.	Long Beach	CA 90807	Y	0
31	Classical Public Radio Network			201 Third Street, 12th Floor	San Francisco	CA 94103	Y	0
32	Corporation for Public Broadcasting				Washington	DC	Y	0
33	CSULB/Film & Electronic Arts Dept.	Burman	Karen	1250 Bellflower	Long Beach	CA 90840-0113	Y	0
34	CSUN/Career Center	Fullum	Odette	18111 Nordoff St.	Northridge	CA 91330-8241	Y	0
35	East L.A. Occupational Center	Terry	Carolyn	2100 E. Marengo Street	Los Angeles	CA 90033	Y	0
36	EMMA L. BOWEN FOUNDATION For Minority Interests in Media			1299 Pennsylvania Ave., NW	Washington	DC 20004	Y	0
37	Experiance Unlimited/EDD	Development	Employment	933 S. Glendora Ave.	W. Covina	CA 91790	Y	0
38	Idealist.org						N	1
39	INTERNATIONAL WOMEN'S MEDIA FOUNDATION			1726 M Street NW, Suite 1002	Washington	DC 20036	Y	0
40	Jewish Vocational Services	Serber	Stacey	5700 Wilshire Blvd. #2303	Los Angeles	CA 90036	Y	0
41	Jewish Vocational Services (Valley)	Lutter	Shelly	22622 Vanowen St.	West Hills	CA 91307	Y	0
42	KMRB-AM	Chu	Kevin	747 E. Green St., 4th Floor	Pasadena	CA 91101	Y	0
43	KTLA-TV	Red-Horse	Margarita	5800 Sunset Blvd	Hollywood	CA 90028	Y	0
44	KTYM-AM	Borrego	Gerardo	6803 West Blvd.	Inglewood	CA 90302-1832	Y	0
45	Maxine Waters Empl. Preparation Center	Alexander	Fran	10925 S. Central Avenue	Los Angeles	CA 90059	Y	0
46	Native American Public Telecommunications			PO Box 83111	Lincoln	NE 68501	Y	0
47	Nat'l Assoc. Of BLACK COLLEGE BROADCASTERS			PO Box 3191	Atlanta	GA 30302	Y	0
48	Nat'l Assoc. Of Black Journalists			8701A Adelphi Rd.	Adelphi	MD20783-1716	Y	0
49	Nat'l Assoc. Of Hispanic Journalists			1000 National Press Building	Washington	DC 20045-2001	Y	0
50	North Valley Occupational Center	Steinberg	Shelly	11450 Sharp Avenue	Mission Hills	CA 91345	Y	0
51	Securitas Security Systems USA, Inc			4995 Avalon Ridge Parkway, Suite	Norcross	GA 30071-5710	Y	0
52	Spanish Coalition for Jobs, Inc.	Luna	Sandra	2011 W. Pershing Rd.	Chicago	IL 60609	Y	0
53	TELACU	Barbarena	Gabriela	5400 E. Olympic Blvd. Suite #300	Los Angeles	CA 90022	Y	0
54	USC.edu/jobs						Y	3
55	Venice Skills Center / LAUSD	Baskin	Lisa	611 5th Avenue	Venice	CA 90291	Y	0
56	West Valley Occupational Center	Elfand	Gay	6200 Winnetka Ave.	Woodland Hills	CA 91367	Y	0
57	Women At Work	Appley	Ann	50 North Hill Avenue #300	Pasadena	CA 91106	Y	0
58	Yuba College	Mannshardt	Sue	2088 N. Beale Rd.	Marysville	CA 95901	Y	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD: **11**

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative</b>	<b>Brief Description Of Activity</b>
1	Host events/programs for or on behalf of community organizations related to careers in broadcasting	On January 22, 2013, KDFC's Arts Producer gave a tour of the station's studio facilities to a community member and discussed broadcasting.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On February 27, 2013, KDFC's President undertook Sexual Harassment training that addressed how to prevent sexual harassment and discrimination in the workplace and other topics.
3	Host events/programs for or on behalf of community organizations related to careers in broadcasting	On June 21, 2013, KDFC's Arts Producer gave a tour of the station's studio facilities and discussed broadcasting with two community members.
4	Host events/programs for or on behalf of educational institutions related to careers in broadcasting	On May 15, 2013, KDFC's Assistant Program Director gave a studio tour and discussed careers in broadcasting with a student from the San Francisco Conservatory of Music.
5	Mentoring program for station personnel	During the reporting period, KDFC's Operations Coordinator participated in a mentorship program. The program included regular meetings and walkthroughs with USC's Radio Director of Engineering, Director of Operations, Director of Compliance, and

		<p>KDFC President, in addition to webinar courses in digital strategy. The program is designed to help the Operations Coordinator further his career by building a better understanding of operational strategy, as well as specific troubleshooting scenarios.</p>
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