

2015 ANNUAL EEO PUBLIC FILE REPORT  
University Corporation at Monterey Bay

Station(s):	KAZU (FM)
Community(ies) of License:	Pacific Grove, California
Reporting Period:	August 1, 2014 – July 31, 2015
No. of Full-time Employees:	8
Small Market Exemption:	No
Station(s):	KAZU (FM)
Community(ies) of License:	Pacific Grove, California

During the Reporting Period, a total of two full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<p><i>Co- Hosted at least one <b>job fair</b>.</i></p>	<p>Monterey Community Job Fair – April 6<sup>th</sup>, 2015</p> <ul style="list-style-type: none"> <li>• This event was held at Monterey Conference Center to promote jobs available in the Monterey County. CSUMB had a booth. Information about the station was made available to participants at the fair.</li> </ul> <p>CSUMB Career Development Job Fair- Feb. 26<sup>th</sup>, 2015</p> <ul style="list-style-type: none"> <li>• Event promotes employment opportunities for students/alumni of CSU Monterey Bay.</li> </ul>
<p><i>Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>During the reporting period the licensee employed the following intern positions:</p> <p>07/1/13 – 06/30/15: Intern –Special Events  02/6/15 – 6/30/15 Intern – Special Events  09/2/14 -6/30/15 Graphic Design Intern  04/20/15 – 6/30/15 Graphic Design Intern  09/4/14 – 6/30/15 News Intern  03/5/15 - 6/30/15 Operations Intern  06/1/15 – 6/30/15 News Intern</p>
<p><i>Participated in <b>job banks, internet programs, and other programs</b> designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i></p>	<p>Listed with Corporation for Public Broadcasting job bank.</p>

<p><i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>09/9/14-09/11/14 General and Operations Managers attended Public Radio Program Directors Association Annual Conference in Portland, OR</p> <p>The P.R.P.D.'s conference on public radio programming includes workshops and lectures that address issues in programming. Over three days they provide a variety of sessions on the different ways to plan community engagement, classical music guide, and online branding.</p> <p>6/24/15 – 6/27/15 News Director attended Public Radio News Directors Incorporated Annual Conference in Salt Lake City, UT</p> <p>The PRNDI conference includes workshops and lectures that cover such topics as breaking news training, host training, news management, investigative reporting and talk show production training.</p> <p>7/9/15- 7/11/15 General Manager and Membership Coordinator attended Public Media Development and Marketing Conference in Washington, DC.</p> <p>D.E.I.'s P.M.D.M. conference and pre-conference workshops and lectures provide a variety of sessions on the different ways to plan fundraising events, pledge drives, underwriting campaigns, and creating action plans for management.</p>
<p><i>Provided <b>training to management level personnel</b> on methods of ensuring equal employment opportunity and prevent discrimination.</i></p>	<p>The following employees by title participated in non-discrimination training programs:  5/20/15 –Underwriting Executive completed course on Sexual Harassment Awareness for Supervisors (California AB 1825) and Computer Security Awareness Training</p>

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/1/2015	Morning Edition Host and Assistant to Technical Operations Chief	CPB Jobline

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   2  

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Corporation for Public Broadcasting (CPB Jobline)	2
Craigslist	0
Higher Education Recruitment Consortium	0
CalJobs	0
Higher Education Jobs.com	0
Workforce Santa Cruz County	0
Workforce Monterey County	0
Cabrillo College Career Center	0
University of California Santa Cruz, Career Center	0
San Jose State University Career Center	0
Cal Poly, San Luis Obispo Career Center	0
USC Career Center	0
University of Santa Barbara Career Center	0
University of San Diego Career Center	0
University of California Los Angeles Career Center	0
University of California Merced Career Center	0
University of California Berkeley Career Center	0
University of California Davis Career Center	0
University of California Irvine Career Center	0
University of California Riverside Career Center	0
Monterey County Herald	0

RECRUITING SOURCES USED

Job Title of Position: Morning Edition Host and Assistant to Technical Operations Chief  
 Date of Hire: 7/1/2015

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REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Corporation for Public Broadcasting/CPB Job Line	N	401 9th St. NW Washington, DC 20004	N/A	Posting online at <a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a> 202-879-9600
Craigslist	N	<a href="http://monterey.craigslist.org/">http://monterey.craigslist.org/</a>	N/A	Posting online at <a href="http://monterey.craigslist.org/">http://monterey.craigslist.org/</a>
Higher Education Recruitment Consortium	N	<a href="http://www.norcalherc.org">http://www.norcalherc.org</a>	N/A	Posting online at <a href="http://www.norcalherc.org">http://www.norcalherc.org</a> 888-491-8833 Ext 4
Employment Development Department of the State of California/CalJobs	N	Monterey County One Stop Career Center 1760 Fremont Boulevard, Suite D2 Seaside, CA 93955	N/A	Posting online at <a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a> 831-899-8236
Higher Ed Jobs.com	N	HigherEdJobs 328 Innovation Boulevard, Suite 235 State College, PA 16803	N/A	Posting online at <a href="https://www.higheredjobs.com/employers/login.cfm">https://www.higheredjobs.com/employers/login.cfm</a> 814-861-3080
Workforce Santa Cruz County	N	350 Encinal Street, Santa Cruz, CA 95060	N/A	Posting online at <a href="https://www.santacruzvcc.com/loginintro.asp">https://www.santacruzvcc.com/loginintro.asp</a> 831-423-8611
Workforce Monterey County	N	University Plaza Shopping Center 1760 Fremont Boulevard, Suite D-2 Seaside, California 93955	N/A	Posting online at <a href="https://www.ajccmontereycounty.org/loginintro.asp">https://www.ajccmontereycounty.org/loginintro.asp</a> 831-899-8236
Cabrillo College Career Center	N	6500 Soquel Avenue Aptos, CA 95003	N/A	Posting online at <a href="https://www.cabrillo.edu/services/jobs/">https://www.cabrillo.edu/services/jobs/</a> 831-479-6413
University of California Santa Cruz, Career Ctr.	N	1156 High Street Santa Cruz, CA 95064	N/A	Posting online at <a href="http://careers.ucsc.edu/">http://careers.ucsc.edu/</a> 831-459-4420
San Jose State University Career Center	N	1 Washington Square San José, CA 5192-0032	N/A	Posting online at <a href="https://sjsu-csm.symplicity.com/">https://sjsu-csm.symplicity.com/</a> 408-924-6031
Cal Poly, San Luis Obispo Career	N	1 Grand Avenue San Luis Obispo, CA 93405	N/A	Posting online at <a href="http://www.careerservices.c">http://www.careerservices.c</a>

Center				<a href="http://alpoly.edu/">alpoly.edu/</a> 805-756-2501
USC Career Center	N	Student Union 110 Los Angeles, CA 90089	N/A	Posting online at <a href="http://careers.usc.edu/home">http://careers.usc.edu/home</a> 213-740-9111
University of Santa Barbara Career Center	N	Career Services Bldg. 599. MC-7140 Santa Barbara, CA 93106	N/A	Posting online at <a href="http://ucsb-csm.symplicity.com/employers/">http://ucsb-csm.symplicity.com/employers/</a> 805-893-4412
University of San Diego Career Center	N	Hughes Center 110 5998 Alcalá Park San Diego, CA 92110	N/A	Posting online at <a href="http://ucsd-csm.symplicity.com/employers/">http://ucsd-csm.symplicity.com/employers/</a> 619-260-4654
UCLA Career Center	N	501 Westwood Plaza (at Strathmore,) Floors Two and Three Los Angeles, CA 90095-1573	N/A	Posting online at <a href="http://ucla-csm.symplicity.com/employers/">http://ucla-csm.symplicity.com/employers/</a> 310-206-1915
UC Merced Center for Career and Professional Advancement	N	Student Services Building 5200 Lake Rd, Merced, CA 95340	N/A	Posting online at <a href="https://ucmerced-csm.symplicity.com/employers/index.php">https://ucmerced-csm.symplicity.com/employers/index.php</a> 209-228-7272
Career Center University of California, Berkeley	N	2440 Bancroft Way Berkeley, CA 94720-4350	N/A	Posting online at <a href="https://berkeley-csm.symplicity.com/employers/">https://berkeley-csm.symplicity.com/employers/</a> 510-642-1716
UC Davis Internship and Career Center	N	1 Shields Ave, Davis, CA 95616	N/A	Posting online at <a href="https://ucdavis-csm.symplicity.com/employers/">https://ucdavis-csm.symplicity.com/employers/</a> 530-752-2855
UC Irvine Career Center	N	100 Student Services 1 Irvine, CA, 92697	N/A	Posting online at <a href="https://ucirvine-csm.symplicity.com/employers/">https://ucirvine-csm.symplicity.com/employers/</a> 949-824-6881
University of California, Riverside Career Center	N	Veitch Student Center 900 University Ave. Riverside, CA 92521	N/A	Posting online at <a href="https://ucr-csm.symplicity.com/employers/index.php">https://ucr-csm.symplicity.com/employers/index.php</a> 951-827-3631
Monterey Herald	N	P.O. Box 271 Monterey CA 93942	Ammar Dodin	(530) 896-7732 E-mail: adodin@chicoer.com

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/1/15	Technical Operations Chief	CPB Jobline

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   3  

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Corporation for Public Broadcasting (CPB Jobline)	3
Craigslist	0
Higher Education Recruitment Consortium	0
CalJobs	0
Higher Education Jobs.com	0
Workforce Santa Cruz County	0
Workforce Monterey County	0
Cabrillo College Career Center	0
University of California Santa Cruz, Career Center	0
San Jose State University Career Center	0
Cal Poly, San Luis Obispo Career Center	0
USC Career Center	0
University of Santa Barbara Career Center	0
University of San Diego Career Center	0
University of California Los Angeles Career Center	0
University of California Merced Career Center	0
University of California Berkeley Career Center	0
University of California Davis Career Center	0
University of California Irvine Career Center	0
University of California Riverside Career Center	0
Monterey County Herald	0

RECRUITING SOURCES USED

Job Title of Position: Technical Operations Chief

Date of Hire: 07/1/2015

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Corporation for Public Broadcasting /CPB Job Line	N	401 9th St. NW Washington, DC 20004	N/A	Posting online at <a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a> 202-879-9600
Craigslist	N	<a href="http://monterey.craigslist.org/">http://monterey.craigslist.org/</a>	N/A	Posting online at <a href="http://monterey.craigslist.org/">http://monterey.craigslist.org/</a>
Higher Education Recruitment Consortium	N	<a href="http://www.norcalherc.org">http://www.norcalherc.org</a>	N/A	Posting online at <a href="http://www.norcalherc.org">http://www.norcalherc.org</a> 888-491-8833 Ext 4
Employment Development Department of the State of California/CalJobs	N	Monterey County One Stop Career Center 1760 Fremont Boulevard, Suite D2 Seaside, CA 93955	N/A	Posting online at <a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a> 831-899-8236
Higher Ed Jobs.com	N	HigherEdJobs 328 Innovation Boulevard, Suite 235 State College, PA 16803	N/A	Posting online at <a href="https://www.higheredjobs.com/employers/login.cfm">https://www.higheredjobs.com/employers/login.cfm</a> 814-861-3080
Workforce Santa Cruz County	N	350 Encinal Street, Santa Cruz, CA 95060	N/A	Posting online at <a href="https://www.santacruzvcc.com/loginintro.asp">https://www.santacruzvcc.com/loginintro.asp</a> 831-423-8611
Workforce Monterey County	N	University Plaza Shopping Center 1760 Fremont Boulevard, Suite D-2 Seaside, California 93955	N/A	Posting online at <a href="https://www.ajccmontereycounty.org/loginintro.asp">https://www.ajccmontereycounty.org/loginintro.asp</a> 831-899-8236
Cabrillo College Career Center	N	6500 Soquel Avenue Aptos, CA 95003	N/A	Posting online at <a href="https://www.cabrillo.edu/services/jobs/">https://www.cabrillo.edu/services/jobs/</a> 831-479-6413
University of California Santa Cruz, Career Ctr.	N	1156 High Street Santa Cruz, CA 95064	N/A	Posting online at <a href="http://careers.ucsc.edu/">http://careers.ucsc.edu/</a> 831-459-4420
San Jose State University Career Center	N	1 Washington Square San José, CA 5192-0032	N/A	Posting online at <a href="https://sjsu-csm.symplicity.com/">https://sjsu-csm.symplicity.com/</a> 408-924-6031
Cal Poly, San Luis Obispo Career Center	N	1 Grand Avenue San Luis Obispo, CA 93405	N/A	Posting online at <a href="http://www.careerservices.calpoly.edu/">http://www.careerservices.calpoly.edu/</a> 805-756-2501

USC Career Center	N	Student Union 110 Los Angeles, CA 90089	N/A	Posting online at <a href="http://careers.usc.edu/home">http://careers.usc.edu/home</a> 213-740-9111
University of Santa Barbara Career Center	N	Career Services Bldg. 599. MC-7140 Santa Barbara, CA 93106	N/A	Posting online at <a href="http://ucsb-csm.symplicity.com/employers/">http://ucsb-csm.symplicity.com/employers/</a> 805-893-4412
University of San Diego Career Center	N	Hughes Center 110 5998 Alcalá Park San Diego, CA 92110	N/A	Posting online at <a href="http://ucsd-csm.symplicity.com/employers/">http://ucsd-csm.symplicity.com/employers/</a> 619-260-4654
UCLA Career Center	N	501 Westwood Plaza (at Strathmore,) Floors Two and Three Los Angeles, CA 90095-1573	N/A	Posting online at <a href="http://ucla-csm.symplicity.com/employers/">http://ucla-csm.symplicity.com/employers/</a> 310-206-1915
UC Merced Center for Career and Professional Advancement	N	Student Services Building 5200 Lake Rd, Merced, CA 95340	N/A	Posting online at <a href="https://ucmerced-csm.symplicity.com/employers/index.php">https://ucmerced-csm.symplicity.com/employers/index.php</a> 209-228-7272
Career Center University of California, Berkeley	N	2440 Bancroft Way Berkeley, CA 94720-4350	N/A	Posting online at <a href="https://berkeley-csm.symplicity.com/employers/">https://berkeley-csm.symplicity.com/employers/</a> 510-642-1716
UC Davis Internship and Career Center	N	1 Shields Ave, Davis, CA 95616	N/A	Posting online at <a href="https://ucdavis-csm.symplicity.com/employers/">https://ucdavis-csm.symplicity.com/employers/</a> 530-752-2855
UC Irvine Career Center	N	100 Student Services 1 Irvine, CA, 92697	N/A	Posting online at <a href="https://ucirvine-csm.symplicity.com/employers/">https://ucirvine-csm.symplicity.com/employers/</a> 949-824-6881
University of California, Riverside Career Center	N	Veitch Student Center 900 University Ave. Riverside, CA 92521	N/A	Posting online at <a href="https://ucr-csm.symplicity.com/employers/index.php">https://ucr-csm.symplicity.com/employers/index.php</a> 951-827-3631
Monterey Herald	N	P.O. Box 271 Monterey CA 93942	Ammar Dodin	(530) 896-7732 E-mail: adodin@chicoer.com

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.