

2016 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, 2015 – July 31, 2016
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 one 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 job fair.</i></p>	<p>Monterey Community Job Fair – May 9th, 2016</p> <ul style="list-style-type: none"> • This event was held at the Stilwell Community 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.
<p><i>Established an internship 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>08/1/15 – 7/31/16 Intern – Special Events 08/1/15 -6/30/16 Graphic Design Intern 03/20/16 – 7/31/16 Graphic Design Intern 08/1/15 – 6/30/16 Graphic Design Intern 06/1/16 – 7/31/16 Graphic Design Intern 08/1/15 - 7/31/16 Operations Intern</p>
<p><i>Participated in job banks, internet programs, and other programs 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 training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>6/22/16 – 6/25/16 News Director attended Public Radio News Directors Incorporated Annual Conference in St. Louis, MO</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>2/20/2016 General Manager, Operations Chief and On Call On Air Host attended NPR West’s Morning Edition Grad School</p> <p>One day intensive designed to train morning show personnel on the Morning Edition clock, changing media habits, station-produced content and placement and execution issues surrounding local journalism, hosting and on-air promotion.</p>
<p><i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i></p>	<p>The following employees by title participated in non-discrimination training programs:</p> <p>Oct.-Dec., 2015 – Technical Operations Chief, General Manager, News Director, Underwriting Executive and Membership Director completed course on Sexual Harassment Awareness for Supervisors (California AB 1825)</p>

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/1/2015	Underwriting Executive	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: Underwriting Executive Date of Hire: 11/1/2015

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 http://www.cpb.org/jobline/ 202-879-9600
Craigslist	N	http://monterey.craigslist.org/	N/A	Posting online at http://monterey.craigslist.org/
Higher Education Recruitment Consortium	N	http://www.norcalherc.org	N/A	Posting online at http://www.norcalherc.org 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 http://www.caljobs.ca.gov/ 831-899-8236
Higher Ed Jobs.com	N	HigherEdJobs 328 Innovation Boulevard, Suite 235 State College, PA 16803	N/A	Posting online at https://www.higheredjobs.com/employers/login.cfm 814-861-3080
Workforce Santa Cruz County	N	350 Encinal Street, Santa Cruz, CA 95060	N/A	Posting online at https://www.santacruzvcc.com/loginintro.asp 831-423-8611
Cabrillo College Career Center	N	6500 Soquel Avenue Aptos, CA 95003	N/A	Posting online at https://www.cabrillo.edu/services/jobs/ 831-479-6413
University of California Santa Cruz, Career Ctr.	N	1156 High Street Santa Cruz, CA 95064	N/A	Posting online at http://careers.ucsc.edu/ 831-459-4420
San Jose State University Career Center	N	1 Washington Square San José, CA 5192-0032	N/A	Posting online at https://sjsu-csm.symlicity.com/ 408-924-6031
Cal Poly, San Luis Obispo Career Center	N	1 Grand Avenue San Luis Obispo, CA 93405	N/A	Posting online at http://www.careerservices.calpoly.edu/ 805-756-2501

USC Career Center	N	Student Union 110 Los Angeles, CA 90089	N/A	Posting online at http://careers.usc.edu/home 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 http://ucsb-csm.symplicity.com/employers/ 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 http://ucsd-csm.symplicity.com/employers/ 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 http://ucla-csm.symplicity.com/employers/ 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 https://ucmerced-csm.symplicity.com/employers/index.php 209-228-7272
Career Center University of California, Berkeley	N	2440 Bancroft Way Berkeley, CA 94720-4350	N/A	Posting online at https://berkeley-csm.symplicity.com/employers/ 510-642-1716
UC Davis Internship and Career Center	N	1 Shields Ave, Davis, CA 95616	N/A	Posting online at https://ucdavis-csm.symplicity.com/employers/ 530-752-2855
UC Irvine Career Center	N	100 Student Services 1 Irvine, CA, 92697	N/A	Posting online at https://ucirvine-csm.symplicity.com/employers/ 949-824-6881
University of California, Riverside Career Center	N	Veitch Student Center 900 University Ave. Riverside, CA 92521	N/A	Posting online at https://ucr-csm.symplicity.com/employers/index.php 951-827-3631
Monterey County Weekly	N	668 Williams Ave. Seaside, CA 93955	Diane Glim	diane@mcweekly.com 831-394-5656 (x124)

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