

Appendix 1

Station(s) Comprising Station Employment Unit:
KLOK(AM), San Jose, CA, FAC ID: 41339
KSJO(FM), San Jose, CA, FAC ID: 4117

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KLOK(AM) and KSJO(FM) and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning August 1, 2015 and including July 31, 2016 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

Covering the Period from August 1, 2015 and including July 31, 2016

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Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire
Marketing Manager	Internal Referral
Promotions Director	Website Posting
Account Executive	Internal Referral
Account Executive	Website Posting

Total Number of Persons Interviewed During Applicable Period: 14

Appendix 2 Annual EEO Public File Report Form

Covering the Period from August 1, 2015 and including July 31, 2016

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Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
San Francisco State University 1600 Holloway Avenue Student Services Building, Room 206 San Francisco, CA 94132 sicc@sfsu.edu Phone (415) 338-1761 Fax (415) 338-6150	0	0
University of California Berkeley Career Center 2440 Bancroft Way Berkeley, CA 94720-4350 ocr@berkeley.edu Phone: (510) 642-1716	0	0
University of California Santa Cruz Career Center 1156 High Street Bay Tree Building, 3 rd Floor Santa Cruz, CA 95064 Career-center@ucsu.edu Phone (831) 459-4420	0	0
San Jose State University One Washington Square San Jose, CA 95192 Phone(408) 924-1000 www.sjsu.edu/	0	0

Stanford University 450 Serra Mall Stanford, CA 94305-2004 (650) 723-2300 www.stanford.edu/	0	0
California State University East Bay 25800 Carlos Bee Boulevard Hayward, CA 94542 (510) 885-3000 www20.csueastbay.edu	0	0
Linkedin.com	0	0
Craigslist.com	3	0
KLOK Website/On-Air	3	2
Internal Posting/Referral	4	2
India Today Magazine	0	0
India West Magazine	0	0
All Access	3	0
Job Fairs	0	0
External Recommendation	2	0

Appendix 3 Annual EEO Public File Report Form

Covering the Period from August 1, 2015 and including July 31, 2016

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KLOK(AM) and KSJO(FM)

Silicon Valley Hirevent

Date: August 4, 2015
Biltmore Hotel - 2151 Laurelwood Road
City: Santa Clara, CA
Duration: 12pm - 4pm
Entry: Free
On-site representatives: Nate Guevara, Monica Mejia Job postings: 3 - Account Executive, Board Operator, Intern

Silicon Valley Hirevent

Date: November 4, 2015
Biltmore Hotel - 2151 Laurelwood Road
City: Santa Clara, CA
Duration: 12pm - 4pm
Entry: Free
On-site representatives: Nate Guevara, Monica Mejia Job postings: 3 - Account Executive, Board Operator, Intern

Silicon Valley Hirevent

Date: January 27, 2016
Biltmore Hotel - 2151 Laurelwood Road
City: Santa Clara, CA
Duration: 12pm - 4pm
Entry: Free
On-site representatives: Nate Guevara
Job postings: 3 - Account Executive, Board Operator

Silicon Valley Hirevent

Date: April 27, 2016
Location: The Domain Hotel - 1085 East El Camino Real
City: Sunnyvale
Duration: 12pm - 4pm
Entry: Free
On-site representatives: Nate Guevara, Monica Mejia Job postings: 2 - Account Executive, Board Operator

Silicon Valley Diversity Employment Day Career Fair

Date: June 23, 2016

Location: Hilton Doubletree Hotel - 2050 Gateway Place

City: San Jose

Duration: 11am - 3pm

Entry: Free

On-site representatives: Nate Guevara, Jadin Cornejo Job postings: 4 - Account Executive, Board Operator, Sales Intern, Promotions Intern

Activity: Internship Program

Ongoing – Program Goals, Objectives and Eligibility Requirements:

- The goal of our internship program is to recruit candidates from our community to prepare them for entry-level jobs within the broadcast industry.
- Develop links with technical school, universities and colleges to promote the station as prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will prove their chances for success with in the broadcast industry.
- Interns must be 18 years of age or older and must be either an enrolled student or recent college graduate. Interns must also be authorized to work in the United States.

Active Internships during this time period: 13

Activity: Over-the-Air Announcements

Cart 2295- Announced the next Career Fair/Hire Event we are attending or the full time positions we had available.

Aired 445 times during the time period covered by this report.