

Federal Communications Commission

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Account number: 243674

Description: FORM 397 MID TERM REPORT (SF SEU)

Application Reference Number: 20170731AHG

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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY
FCC 397				
BROADCAST MID-TERM REPORT			FOR COMMISSION USE ONLY FILE NO. - 20170731AHG	
Legal Name of the Licensee UNIVERSITY OF SOUTHERN CALIFORNIA				
Mailing Address 1149 S. HILL SUITE H-100				
City LOS ANGELES		State or Country (if foreign address) CA		Zip Code 90015 -
Telephone Number (include area code) 2132257400		E-Mail Address (if available)		
FCC Registration Number 0004512778		Facility ID Number 69143		Call Sign KDFC
TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Station List]				
Station List				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KDFC	69143	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SAN FRANCISCO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KOSC	27946	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	ANGWIN, AZ	<input type="radio"/> Yes <input checked="" type="radio"/> No

KXSC	54478	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SUNNYVALE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KDFG	15936	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SEASIDE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KDFH	183343	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BIG SUR, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name KATHRYNE DICKERSON		Street Address 1776 K STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027197279

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed

	Name of Respondent TODD DICKEY
Title SENIOR VICE PRESIDENT, ADMINISTRATION	Telephone No. (include area code) 2137407922
Date 7/27/2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: SANDRA INDART	Title: BUDGET ADMINISTRATOR
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: SAN FRANCISCO SEU -- ANNUAL EEO REPORTS

SEE ATTACHED.

Attachment 1

Description
2015-2016 EEO Report (SF SEU)
2016-2017 EEO Report (SF SEU)

EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

I. **VACANCY LIST**

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Senior Manager of Underwriting and Corporate Partnerships	1 - 53	2
Senior Underwriting Account Executive	1 - 53	50
Director of Philanthropic Giving	1 - 53	2

EEO PUBLIC FILE REPORT

August 1, 2015-July 31, 2016

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II. MASTER RECRUITMENT SOURCE LIST ("MIRSL")

	<u>Organization</u>	<u>Contact Person</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>		
1	Station Website	Lueth	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	0
2	Word of Mouth // Referral	Lueth	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	5
3	Internal Posting/Candidate	Lueth	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	0
4	Academy of Art College	Ellen Supple	79 New Montgomery	San Francisco	CA	94105	Y	0
5	Art Institute of SF	John Chiang	1170 Market Street	San Francisco	CA	94102-4908	Y	0
6	Asian Business League	Danny Chou	P.O. Box 191345	San Francisco	CA	94119	Y	0
7	Asian Week	John Silver	809 Sacramento Street	San Francisco	CA	94108	Y	0
8	Braille Institute	Mary Magee	741 N. Vermont Ave.	Los Angeles	CA	90029	Y	0
9	CalWorks Education & Training	Jobs Desk	1400 Evans Avenue, Room 221	San Francisco	CA	94124	Y	0
10	Center Southeast Asian Refugees	Francine Podenski	875 O'Farrell Street	San Francisco	CA	94109	Y	0
11	City College of San Francisco	Monique Perkins	60 Phalen Ave, Box A6	San Francisco	CA	94112	Y	0
12	City College of San Francisco, Southeast Campus	Career Center	1800 Oakdale Avenue	San Francisco	CA	94124	Y	0
13	College of Alameda		555 Atlantic Avenue	Alameda	CA	94501	Y	0
14	College of Notre Dame		1500 Ralston Avenue	Belmont	CA	94002	Y	0
15	Craigslist.org		1381 9th Ave	San Francisco	CA	94122	N	0
16	Current.org		6930 Carroll Avenue, Suite 350	Takoma Park	MD	20912	N	0
17	Department of Rehabilitation	Marilyn Ridgway	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	321 Golf Club Road	San Francisco	CA	94124	Y	0
20	Dominican University of California	Vanessa Ioannides	50 Acacia Avenue	Pleasant Hill	CA	94523	Y	0
21	East Bay Works Center	Claire Marcheano	4071 Port Chicago Highway #250	Concord	CA	94520	Y	0
22	Emma L. Bowen Foundation for Minority	Sandra Rice	524 West 57th Street	New York	NY	10019	Y	0
23	Filipinos for Affirmative Action	Judith Olais	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	0
25	KCSM-TV & FM	Pat Hartnett	1700 West Hillsdale Blvd.	San Mateo	CA	94402	Y	0
26	Korean Center Inc.	Young Park	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	Yelda Goe	900 Fallon	Oakland	CA	94607	Y	0
31	LDS Employment Center	Jed McNeil	3060 Patt Avenue	San Jose	CA	95133	Y	0
32	Merritt College		12500 Campus Drive, Bldg. Q202	Oakland	CA	94619	Y	0
33	Mills College		5000 McArthur Blvd	Oakland	CA	94619	Y	0
34	Monster.com							
35	National University							
36	Natl Assoc. Of Black College Broadcasters	Attr: Center Assistant	3031 Tisch Way	San Jose	CA	95128-2541	N	0
37	New Ways Workers	Scott Duong	PO Box 3191	Atlanta	GA	30302	Y	0
38	Oakland Public Library		2012 Pine Street	San Francisco	CA	94115	Y	0
39	Peralta Colleges TV		125 14th Street	Oakland	CA	94612	Y	0
40	Potrero Hill Neighborhood House	Gwen Carater	900 Fallon	Oakland	CA	94607	Y	0
41	San Francisco Chamber of Commerce		953 De Haro Street	San Francisco	CA	94107	Y	0
42	San Francisco Conservatory of Music	Kevin McLaughlin	235 Montgomery Street, 12th Floor	San Francisco	CA	94104	Y	0
43	San Francisco Housing Authority	Josephina Lopez	50 Oak Street	San Francisco	CA	94102	N	0
44	San Jose State University	Kim Massey, Ph.D.	100 Appleton Avenue	San Francisco	CA	94110	Y	0
45	Sonoma State University		One Washington Square	San Jose	CA	95192-0098	Y	0
46	Spanish Coalition for Jobs, Inc.	Sandra Luna	1901 E. Cotati Avenue	Robnet Park	CA	94928	Y	0
47	St. Mary's College	Ed Tywoniak	2011 W. Pershing Rd.	Chicago	IL	60609	Y	0
48	St. Mary's College of CA	Ferroggiaro Bldg.	1928 St. Mary's Road	Moraga	CA	94556	Y	0
49	UC Berkeley	jobs.usc.edu	PO Box 3421	Moraga	CA	94575	Y	0
50	University of Southern California		210 Sproul Hall	Berkeley	CA	94720	Y	0
51	Women@Work Network, LLC	Jacinda Abacarian	3965 S. Vermont Ave	Los Angeles	CA	90037	N	10
52	Youth Radio		17 Shadblow Hill Road	Ridgefield	CT	06877	Y	0
53	YWCA of San Francisco		1701 Broadway	Oakland	CA	94612-2105	Y	0
			9940 Powell Street, Apt 101	San Francisco	CA	94108	Y	0

EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection) [Point Value]	Brief Description Of Activity
	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On April 20, 2016, our Senior Manager of Underwriting took an online course on preventing sexual harassment in the workplace. The course discussed the types of sexual harassment, best practices for dealing with sexual harassment complaints, and a number of other topics.
	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2016, our Budget Administrator took an online course from the Society of Human Resource Management regarding ethics and compliance aspects of equal employment opportunity. The training covered a number of topics, including: the definition of discrimination and what categories are protected under policy and the law; understanding what it means to be treated differently because of membership in a protected class; and how anti-discrimination policies protect all employees.

EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
NO HIRES IN REPORTING PERIOD	N/A	N/A

EEO PUBLIC FILE REPORT // SF SEU

August 1, 2016-July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Organization	Contact Person	Address	City	State	Zip	Source Entered to Vacancy Notification? Y/N	No. of Interviews Referred by RS Over Reporting Period
1 Station Website	Lueth	201 3rd St. Ste 1200	San Francisco	CA	94109	NA	0
2 Word of Mouth // Referral	Lueth	201 3rd St. Ste 1200	San Francisco	CA	94109	NA	0
3 Internal Posting/Candidate	Lueth	201 3rd St. Ste 1200	San Francisco	CA	94109	NA	0
4 Academy of Art College	Ellen Supple	79 New Montgomery	San Francisco	CA	94105	N	0
5 American News Women's Club		anow@ancw.org				Y	0
6 Arriba Juntos		info@arribajuntos.org				Y	0
7 Asian American Journalists Assoc		national@aaia.org				Y	0
8 Asian Business League		info@ablslf.org				Y	0
9 Asian Immigrant Women Advocates		info@aaiwa.org				Y	0
10 Asian Women's Resources		awrcgloria@pacbell.net				Y	0
11 Bay Area Black Journalists Association		sfbabia@gmail.com				Y	0
12 Cal State East Bay		danuta.sawka@csueastbay.edu				N	0
13 California Broadcasters Association		cbaberrv@aol.com				N	0
14 California Chicano News Media Assoc		ccnmainfo@ccnma.org				Y	0
15 California Department of Rehabilitation		twoo@ddor.ca.gov				Y	0
16 California State University, Chico		kaadams@csuchico.edu				N	0
17 Center Southeast Asian Refugees	Jobs Desk	875 O'Farrell Street	San Francisco	CA	94109	Y	0
18 Chabot College		bramirez@chabotcollege.edu				N	0
19 Chinese for Affirmative Action		joblist@caasf.org				Y	0
20 City College of San Francisco		smcfarfa@ccsf.edu				N	0
21 City College of San Francisco, Southeast Campus	Job Matching Program Coordinator	1800 Oakdale Avenue	San Francisco	CA	94124	N	0
22 College of Alameda	Monique Perkins	555 Atlantic Avenue	Alameda	CA	94501	N	0
23 College of Notre Dame	Career Center	1500 Ralston Avenue	Belmont	CA	94002	N	0
24 College of San Mateo		romerok@smccd.edu				N	0
25 Department on the Status of Women	Job Board	25 Van Ness Avenue, Suite 130	San Francisco	CA	94102	Y	0
26 Diablo Valley College		christensen@dvc.edu				N	0
27 Emma L. Bowen Foundation for Minority		sandra.rice@nbcuni.com				N	0
28 Employment Development Department		sflabs@edd.ca.gov				Y	0
29 Filipinos for Affirmative Action		jolais@filipinos4justice.org				Y	0
30 Hispanic Chamber of Commerce of Silicon Valley		connie@sbdchc.org				Y	0
31 Indeed.com		7501 N. Capital of Texas Hwy, Building E Austin		TX	78731	N	0
32 Japanese Cultural & Community Center of Northern California		mflletcher@jccncc.org				Y	0
33 Jewish Vocational Service		info@jvs.org				Y	0
34 KCSM-TV & FM	Pat Hartnett	1700 West Hilldale Blvd.	San Mateo	CA	94402	Y	0
35 Korean Center Inc.	Young Park	1362 Post Street	San Francisco	CA	94109	Y	0
36 KPX-TV News	Barbara Rodgers	855 Battery Street	San Francisco	CA	94111	Y	0
37 KQED, Inc.	Adrienne Cabanatuan	2601 Mariposa Street	San Francisco	CA	94110	Y	0
38 KZSU	Sean Kennedy	P.O. Box 20190	Stanford	CA	94309	Y	0
39 Laney College	Velda Goe	900 Fallon	Oakland	CA	94607	N	0
40 LDS Employment Center		wel-ec-sanjose@ldschurch.org				Y	0
41 Lions Center for the Blind		caleb@lbcenter.org				Y	0

42	Maynard Institute of Journalism								roberto.delgado@gmail.com				Y	0
43	Media Alliance								jobfile@media-alliance.org				Y	0
44	Merritt College			Catherine Thur					12500 Campus Drive, Bldg. Q202	CA	Oakland	94619	N	0
45	Mills College Career Center								career@mills.edu				N	0
46	National University			Attn: Center Assistant					3031 Tisch Way, 100 Plaza East	CA	San Jose	95128-2541	N	0
47	New Ways Workers								darryl@norcalrtnda.com	CA	San Francisco	94115	Y	0
48	NorCal RTNDA		Scott Duong						125 14th Street				Y	0
49	Oakland Public Library			Career Librarian					edwardhatter1@gmail.com	CA	Oakland	94612	Y	0
50	Peralta Colleges TV			Program Coordinator					jjackson@sfcshamber.com	CA	Oakland	94607	Y	0
51	Potrero Hill Neighborhood House								dosw@sfgov.org				Y	0
52	San Francisco Chamber of Commerce								info@hccsf.com				Y	0
53	San Francisco Department on the Status of Women								1815 Egbert Ave	CA	San Francisco	94124	Y	0
54	San Francisco Hispanic Chamber of Commerce			Human Resources					recruit@sfsu.edu				N	0
55	San Francisco Housing Authority								jour@sfsu.edu				N	0
56	San Francisco State University-Career Center								miaich@scu.edu				N	0
57	San Francisco State University-Journalism Dept								1901 E. Cotati Avenue	CA	Rohnert Park	94928	N	0
58	Santa Clara University-Communications Dept								1800 Oakdale Avenue, 1st Floor	CA	San Francisco	94124	Y	0
59	Sonoma State University			Career Center					mgaxiola@sfc.org				Y	0
60	Southeast Career Center - One Stop		Edwin Florentino	Director					1928 St. Mary's Road	CA	Moraga	94556	N	0
61	Spanish Speaking Citizens Foundation			Communication Department					PO Box 3421	CA	Moraga	94575	N	0
62	St. Mary's College			Career Management Consultant					tania@womensbuilding.org				Y	0
63	St. Mary's College of CA								info@womensfoundca.org				Y	0
64	The Women's Building								mediastudies@berkeley.edu				N	0
65	The Women's Foundation of California								3965 S. Vermont Ave	CA	Los Angeles	90037	N	0
66	UC, Berkeley-Media Studies								karld@goodwillsv.org				Y	0
67	University of Southern California			Talent Management Customer Service					westbaycenter@sbcglobal.net				Y	0
68	Veteran Employment Specialist Goodwill of Silicon Valley		jobs.usc.edu						weap@weap.org				Y	0
69	West Bay Filipino Multi Service Center								youthradio@youthradio.org				Y	0
70	Women's Economic Agenda Project								940 Powell Street, # 101	CA	San Francisco	94108	Y	0
71	Youth Radio			Attn: Admin									Y	0
72	YWCA of San Francisco												Y	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD: **0**

EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

I. 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	<p>On October 6, 2016, our Director of Philanthropic Giving took an online course on preventing sexual harassment in the workplace. The course discussed the types of sexual harassment, best practices for dealing with sexual harassment complaints, and a number of other topics.</p>
2	Internship Program	<p>During this reporting period, the KDFC president/USC Radio Group Vice President mentored one USC student and one CalArts student in the development of a new programming channel for new classical music. The students learned radio branding exercises and playlist development techniques.</p> <p>This has given them insight into the world of radio, what talent and training is needed, and both have become interested in pursuing careers in radio.</p>

3	Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting	On May 12, 2017, our Fine Arts Producer conducted a station tour to a second year student at the San Francisco Conservatory of Music interested in applying his musical learning to a radio career.
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