

EEO PUBLIC FILE REPORT // SF SEU

August 1, 2017 - July 31, 2018

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
Major Giving Officer	1 – 3 & 9 – 76	3
Senior Account Executive	1 – 4, 6, & 9 – 76	2
Program Host	1 – 3 & 9 – 76	2
Admin Assistant II	1 – 3, 5 & 7 – 76	1

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

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<u>Organization</u>	<u>Contact Person</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>		
1 Station Website	Lueth Bill	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	1
2 Word of Mouth // Referral	Lueth Bill	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	3
3 USC Recruitment Website		http://www.usc.edu/go/jobs	Los Angeles	CA	90089	NA	5
4 Internal Posting/Candidate	Lueth Bill	201 3rd St, Ste 1200	San Francisco	CA	94109	NA	0
5 Indeed.com (Paid Website)		https://www.indeed.com/				NA	1
6 Linked-In.com		https://business.linkedin.com/talent-solutions/				NA	2
7 Monster.com (Paid Website)		https://www.monster.com/				NA	2
8 USC Alumni Association		https://alumni.usc.edu/				N	1
9 Academy of Art College	Ellen Supple	79 New Montgomery	San Francisco	CA	94105	N	0
10 American News Women's Club		ancw@ancw.org				Y	0
11 Arriba Juntos		info@arribajuntos.org				Y	0
12 Asian American Journalists Assoc		national@aaja.org				Y	0
13 Asian Business League		info@ablsf.org				Y	0
14 Asian Immigrant Women Advocates		info@aiwa.org				Y	0
15 Asian Women's Resources		awrcgloria@pacbell.net				Y	0
16 Bay Area Black Journalists Association		sfbabja@gmail.com				Y	0
17 Cal State East Bay		danuta.sawka@csueastbay.edu				N	0
18 California Broadcasters Association		cbaberry@aol.com				N	0
19 California Chicano News Media Assoc		ccnmainfo@cnma.org				Y	0
20 California Department of Rehabilitation		twoo@dor.ca.gov				Y	0
21 California State University, Chico		kaadams@csuchico.edu				N	0
22 Center Southeast Asian Refugees	Jobs Desk	875 O'Farrell Street	San Francisco	CA	94109	Y	0
23 Chabot College		bramirez@chabotcollege.edu				N	0
24 Chinese for Affirmative Action		joblist@caasf.org				Y	0
25 City College of San Francisco		smcfarla@ccsf.edu				N	0
26 City College of San Francisco, Southeast Campus		1800 Oakdale Avenue	San Francisco	CA	94124	N	0
27 College of Alameda	Monique Perkins	555 Atlantic Avenue	Alameda	CA	94501	N	0
28 College of Notre Dame	Career Center	1500 Ralston Avenue	Belmont	CA	94002	N	0
29 College of San Mateo		romerok@smccd.edu				N	0
30 Department on the Status of Women	Job Board	25 Van Ness Avenue, Suite 130	San Francisco	CA	94102	Y	0
31 Diablo Valley College		jchristensen@dvc.edu				N	0
32 Emma L. Bowen Foundation for Minority		sandra.rice@nbcuni.com				Y	0
33 Employment Development Department		sfjobs@edd.ca.gov				Y	0
34 Filipinos for Affirmative Action		jolais@filipinos4justice.org				Y	0
35 Hispanic Chamber of Commerce of Silicon Valley		connie@sbdchc.org				Y	0
36 Japanese Cultural & Community Center of Northern California		mfletcher@jccnc.org				Y	0
37 Jewish Vocational Service		info@jvs.org				Y	0
38 KCSM-TV & FM	Pat Hartnett	1700 West Hillsdale Blvd.	San Mateo	CA	94402	Y	0
39 Korean Center Inc.	Young Park Employment Specialist	1362 Post Street	San Francisco	CA	94109	Y	0
40 KPIX-TV News	Barbara Rodgers	855 Battery Street	San Francisco	CA	94111	Y	0
41 KQED, Inc.	Adrienne Cabanatuan	2601 Mariposa Street	San Francisco	CA	94110	Y	0

42	KZSU	Sean Kennedy		P.O. Box 20190	Stanford	CA	94309	Y	0
43	Laney College	Velda Goe	Media Communications	900 Fallon	Oakland	CA	94607	N	0
44	LDS Employment Center			wel-ec-sanjose@ldschurch.org				Y	0
45	Lions Center for the Blind			caleb@lbcenter.org				Y	0
46	Maynard Institute of Journalism			roberto.delgado@gmail.com				Y	0
47	Media Alliance			jobfile@media-alliance.org				Y	0
48	Merritt College		Catherine Thur	12500 Campus Drive, Bldg. Q202	Oakland	CA	94619	N	0
49	Mills College Career Center			career@mills.edu				N	0
50	National University		Attn: Center Assistant	3031 Tisch Way 100 Plaza East	San Jose	CA	95128-2541	N	0
51	New Ways Workers	Scott Duong		2012 Pine Street	San Francisco	CA	94115	Y	0
52	NorCal RTNDA			darryl@norcalrtnda.com				Y	0
53	Oakland Public Library		Career Librarian	125 14th Street	Oakland	CA	94612	Y	0
54	Peralta Colleges TV		Program Coordinator	900 Fallon	Oakland	CA	94607	Y	0
55	Potrero Hill Neighborhood House			edwardhatter1@gmail.com				Y	0
56	San Francisco Chamber of Commerce			jjackson@sfcchamber.com				Y	0
57	San Francisco Department on the Status of Women			dosw@sfgov.org				Y	0
58	San Francisco Hispanic Chamber of Commerce			info@hccsf.com				Y	0
59	San Francisco Housing Authority		Human Resources	1815 Egbert Ave	San Francisco	CA	94124	Y	0
60	San Francisco State University-Career Center			recruit@sfsu.edu				N	0
61	San Francisco State University-Journalism Dept			jour@sfsu.edu				N	0
62	Santa Clara University-Communications Dept			mjaich@scu.edu				N	0
63	Sonoma State University		Career Center	1901 E. Cotati Avenue	Rohnert Park	CA	94928	N	0
64	Southeast Career Center - One Stop	Edwin Florentino	Director	1800 Oakdale Avenue, 1st Floor	San Francisco	CA	94124	Y	0
65	Spanish Speaking Citizens Foundation			mgaxiola@sscf.org				Y	0
66	St. Mary's College	Ed Tywoniak	Communication Department	1928 St. Mary's Road	Moraga	CA	94556	N	0
67	St. Mary's College of CA	Ferroggiaro Bldg.	Career Management Consultant	PO Box 3421	Moraga	CA	94575	N	0
68	The Women's Building			tania@womensbuilding.org				Y	0
69	The Women's Foundation of California			info@womensfoundca.org				Y	0
70	UC, Berkeley-Media Studies			mediastudies@berkeley.edu				N	0
71	University of Southern California	jobs.usc.edu	Talent Management Customer Service	3965 S. Vermont Ave	Los Angeles	CA	90037	N	0
72	Veteran Employment Specialist Goodwill of Silicon Valley			karld@goodwillsv.org				Y	0
73	West Bay Filipino Multi Service Center			westbaycenter@sbcglobal.net				Y	0
74	Women's Economic Agenda Project			weap@weap.org				Y	0
75	Youth Radio			youthradio@youthradio.org				Y	0
76	YWCA of San Francisco		Attn: Admin	940 Powell Street, # 101	San Francisco	CA	94108	Y	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 15

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	<u>Mentoring program</u> for station personnel Establish a mentoring program for station personnel	During this reporting period, the SEU conducted a formal mentoring program wherein KDFC Radio President and USC Radio Web Developer meet weekly with two lower-level station staffers in order to guide their career development, answer their questions, and provide insight into the radio business and new projects that station is undertaking.
2	List each <u>Upper-Level Opening</u> in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	During this Reporting Period, the SEU listed upper-level job openings with several trade organizations whose membership includes substantial participation of women and minorities.

3	<p>Participate in events/programs sponsored by or on behalf of <u>Community Organizations</u> related to careers in broadcasting</p>	<p>On January 15, 2018, the KDFC president/USC Radio Group Vice President spoke at the annual Association of Performing Arts Professional Conference about the thriving world of classical music radio and its extraordinary and little-known success in audience development.</p> <p>At the end of the presentation, the audience had the opportunity to ask questions, including about careers in broadcasting.</p>
4	<p>Provide training to management level personnel as to methods of ensuring <u>equal employment opportunity and preventing discrimination</u></p>	<p>In August 2017, all SEU managers took an e-course focused on the prevention of sexual harassment in the workplace. Among other topics, the course defined sexual harassment and discussed the importance of a harassment-free workplace.</p>