

2026 ANNUAL EEO PUBLIC FILE REPORT

University Corporation at Monterey Bay

Station:	KAZU (FM)
Community of License:	Pacific Grove, California
Reporting Period:	August 1, 2025 - July 31, 2026
No. of Full-time Employees:	11
Small Market Exemption:	No

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):

<i>Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	The Licensee’s Human Resources Director and Human Resources Manager represented the station by participating in the following job fairs: • Monterey County Works-Campus Job Fair, Monterey County Works Center, Salinas, Seaside, CA - 09/24/25 ○ Event promoted employment opportunities for Cal State University Monterey Bay (CSUMB) and University Corporation at Monterey Bay including 90.3 KAZU. • CSMB Campus Job and Internship Fair, CSUMB University Center Auditorium, Seaside, CA - 10/16/25 ○ Event promoted employment opportunities for students, alumni, and community members of CSU Monterey Bay with representatives sharing their insights.
<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	During the reporting period the licensee employed the following intern positions: 08/01/25 - Present: Business and Membership (1) Student Worker Internship and General Administrative Support Program • Through this program as a continuation from the past three reporting periods, the assigned CSUMB Student participated directly in support of KAZU’s daily operations. This involved assignments incorporating specific tasks and complex

	projects with established deadlines conducted in support of the various station operations. Specific tasks and responsibilities were structured and administered to familiarize each student with basic station operations in a manner mirroring the operations of a professional working environment. 08/01/25 - Present: News Department Student Internships (4) Over the course of the reporting period, the KAZU News Department employed a total of four student interns. They learned the skills necessary for daily audio and digital news production and contributed to the station's daily newscasts as well as producing their own longer-format stories. Students gained the necessary experience to take on their first professional Journalism Job.
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	During the reporting period the licensee facilitated the following training program: 08/01/25 - Present: General Manager, Director of Business Operations (Membership and Marketing), Operations Chief, Assistant Operations Chief, News Director, Digital and Social Media Director, both News Reporter / Producers, Traffic Coordinator, both Station Underwriting Specialists, Support Coordinator, and all Part-Time Staff completed a series of either in-person or online / instructor-led programs. Through these programs, staff maintained job proficiency with the ability for advancement within the organization. Specific courses included on-line training on Blackbaud NXT and Raiser's Edge Software Platforms, Grove and NPR Studio story and homepage utilization, Data Security and FERPA certification training, Public Media Development and Marketing Conference training, and other in-person or conference sessions designed for expanded job proficiency and the potential for growth and advancement to

	higher level levels of responsibility within the organization and the University Corporation.
<i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i>	The following employees by title participated in non-discrimination training programs, sessions and workshops: 08/01/25 - Present: - General Manager, Director of Business Operations (Membership and Marketing), Operations Chief, Assistant Operations Chief, News Director, both News Reporter / Producers, Traffic Coordinator, both Station Underwriting Specialists, Support Coordinator, all Part-Time Staff and Independent Contractors directly interfacing with the station completed assigned Sexual Harassment through CSUMB's SumTotal on-line training platform for Supervisors and Non-Supervisors. 08/01/25 - Present: - General Manager, Director of Business Operations (Membership and Marketing), Operations Chief, Assistant Operations Chief, News Director, both News Reporter / Producers, Traffic Coordinator, both Station Underwriting Specialists, Support Coordinator, all Part-Time Staff, and Independent Contractors directly interfacing with the station completed additional training through CSUMB's SumTotal on-line training platform. Specific courses included Gender Equity and Title IX, CSU's Discrimination Harassment Prevention Program for Supervisors and Non-Supervisors, and Monterey Bay University Corporation Workplace Violence Prevention Plan. These courses and sessions focused on protecting students, educators and school employees against all forms of sex or gender discrimination, including sexual harassment, dating and domestic violence, as well as other forms of sexual misconduct, stalking and retaliation.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/01/2025	Digital and Social Media Director	LinkedIn.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 34

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
California News Hub Slack (CalJobs)	0
Columbia Journalism School	0
CPB Jobline	0
CSUMB Website	0
Current.org	0
Handshake	0
Indeed	0
Journalismjobs.com	0
LinkedIn	34
Monterey Bay Jobs	0
Newspaper/Print Ad	0
PublicMediaJobs.org	0
RadioJobs.org	0
Referral	0
SchoolJobs.com	0
West Coast Media Jobs	0
ZipRecruiter	0

1 The University Corporation at Monterey Bay (CSMB) Human Resources maintains all data regarding the “true” referral source for each application. Information was provided to the licensee for the purposes of this report. All sources listed in the preceding table are represented in the following sections.

RECRUITING SOURCES USED

Job Title of Position: Digital and Social Media Director Date of Hire: 12/01/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
California News Hub (https://www.distributedmedialab.com)	N	Only Available for Online Services	NA	Email: support@distributedmedialab.com (or) Phone: Contact by Email only
cpb.org	N	Corporation for Public Broadcasting 401 9th St. NW Washington, DC 20004	NA	Email: http://www.cpb.org/jobline/ Phone: (202) 879-9600
Columbia Journalism School (https://journalism.columbia.edu)	N	Columbia Journalism School Pulitzer Hall, 2950 Broadway · New York, NY 10027	NA	Email contact is initiated through Website Portal Phone Number listed for General Contact: (212) 854-8608
Current.org (PublicMediaJobs.org)	N	Current 4400 Massachusetts Avenue, NW Suite LL05 Washington, DC 20016-8122	NA	Email: news@current.org Phone: Contact by Email only
Indeed.com	N	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX, 78750	NA	Email: www.indeed.com Phone: Contact by Email only
JoinHandshake.com	N	JoinHandshake 225 Bush Street San Francisco, CA 94104	NA	Email: support@joinhandshake.com Phone: (415) 944-9960
Journalismjobs.com	N	Journalismjobs.com P.O. Box 1018, Greenwood, South Carolina 29648	NA	Email: info@journalismjobs.com Phone: (510) 508-7386
Linkedin.com (Linkedin Job Opportunities)	N	Only Available for Online Services	NA	Information and Account Access provided through Company's online platform

MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: RecruitmentHelp@co.monterey.ca.us. https://montereybayjobs.com Phone: (800) 225-1372
Newspaper Print Ad (Monterey Herald Newspaper)	N	The Monterey Herald 2555 Garden Road Suite E-4 Monterey, CA 93940	NA	Email for Classified Adds: classifiedads@montereyherald.com Phone: (831) 372-3322
RadioJobs.org	N	Only Available for Online Services	NA	Information and Account Access provided through Company's online platform and LinkedIn presence.
Referral	N	Reference Information maintained by University Corporation at Monterey Bay Human Resources Staff	NA	Information available by University Corporation at Monterey Bay Human Resources Staff.
Schooljobs.com	N	Only Available for Online Services	NA	Information and Account Access provided through Company's online platform.
West Coast Media Jobs (https://www.westcoastmediajobs.com)	N	Only Available for Online Services	NA	Information and Account Access provided through Company's online platform.
University Corp at Monterey Bay (CSUMB)	Y	University Corporation at Monterey Bay UCORP @ Ryan Ranch 100 Campus Center Seaside, CA 93955	Andrea Bozant	Email: https://csumb.edu/corporation Phone: (831) 582-3000
ZipRecruiter	N	ZipRecruiter 604 Arizona Avenue Santa Monica, CA	NA	Email: support@ziprecruiter.com Phone: (877) 252-1062

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