

2025 ANNUAL EEO PUBLIC FILE REPORT
University Corporation at Monterey Bay

Station:	KAZU (FM)
Community of License:	Pacific Grove, California
Reporting Period:	August 1, 2024 - July 31, 2025
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>	<p>The Licensee's Human Resources Director and Human Resources Manager represented the station by participating in the following job fairs:</p> <ul style="list-style-type: none">• CSMB On-Campus Job Fair, CSMB Otter Student Union (OSU) Ballroom, Seaside, CA - 08/27/24<ul style="list-style-type: none">○ Event promoted employment opportunities for students and alumni of CSU Monterey Bay.• CSMB Job and Internship Fair, CSUMB University Center Auditorium, Seaside, CA - 10/16/24<ul style="list-style-type: none">○ Event promoted employment opportunities for students, alumni, and community members of CSU Monterey Bay with representatives sharing their insights.• CSMB On-Campus Job Fair, CSMB Otter Student Union (OSU) Ballroom, Seaside, CA - 01/21/25<ul style="list-style-type: none">○ Event promoted employment opportunities for students and alumni of CSU Monterey Bay while highlighting the benefits of working on campus.• Cal State Monterey Bay Spring 2025 Career Fair, CSMB University Center, Seaside, CA - 03/12/25<ul style="list-style-type: none">○ Event promoted employment opportunities for students and alumni
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	of CSU Monterey Bay including Part-time, Full-time, and Internship Opportunities.
<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	<p>During the reporting period the licensee employed the following intern positions:</p> <p>08/01/24 - Present: Business and Membership (2) Student Worker Internship and General Administrative Support Program</p> <ul style="list-style-type: none"> Through this program as a continuation from the past two reporting periods, both CSUMB Students 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.
<i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	<p>During the reporting period the licensee facilitated the following training program:</p> <p>08/01/23 - Present:</p> <ul style="list-style-type: none"> 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, 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 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 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>	<p>The following employees by title participated in non-discrimination training programs, sessions and workshops:</p> <p>08/01/24 - Present:</p> <ul style="list-style-type: none"> 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 either the EVERFI or CSUMB's SumTotal on-line training platform for Supervisors and Non-Supervisors. <p>08/01/24 - Present:</p> <ul style="list-style-type: none"> 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
08/26/2024	Traffic Coordinator	CSUMB Website
11/04/2024	KAZU News Director	Referral
04/08/2024	KAZU News Reporter / Producer	Referral
05/01/2025	KAZU General Manager	publicmediajobs.org
05/12/2025	KAZU News Reporter / Producer	Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 61

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
California News Hub Slack (CalJobs)	1
Columbia Journalism School	1
CPB Jobline	8
CSUMB Website	6
Current.org	2
Handshake	1
Indeed	1
Journalismjobs.com	6
LinkedIn	6
Monterey Bay Jobs	1
Newspaper/Print Ad	2
NYC Radio listserv	1
PublicMediaJobs.org	3
RadioJobs.org	1
Referral	16
SchoolJobs.com	3
West Coast Media Jobs	1
ZipRecruiter	1

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: Traffic Coordinator Date of Hire: 08/26/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CalJobs.ca.gov	N	MON Salinas AJCC 1760 Fremont Blvd., Suite D2 Seaside, CA 93955	NA	Email: www.edd.ca.gov Phone: (800) 300-5616
Csuaoa.org	N	Cal State University Auxiliary Organizations Association P.O. Box 2177 Chico, CA 95927-2177	NA	Email: admin@csuaoa.org Phone: (530) 345-2009
Hartnell.jobspeaker.com	N	Hartnell College 411 Central Avenue Salinas, CA 93901	NA	Email: CareerServices@hartnell.edu Phone: (831) 755-6700
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
MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: RecruitmentHelp@co.monterey.ca.us https://montereybayjobs.com Phone: (800) 225-1372
Monterey County wdb.org (Workforce Development Board)	N	Monterey County Workforce Development Board Administrative Office 344 Salinas Street Salinas, CA 93901	NA	Email: MCWDB-businessservices@co.monterey.ca.us Phone: (831) 796-6434
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

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

RECRUITING SOURCES USED

Job Title of Position: News Director Date of Hire: 11/04/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
CalJobs.ca.gov	N	MON Salinas AJCC 1760 Fremont Blvd., Suite D2 Seaside, CA 93955	NA	Email: www.edd.ca.gov Phone: (800) 300-5616
Csuaoa.org	N	Cal State University Auxiliary Organizations Association P.O. Box 2177 Chico, CA 95927-2177	NA	Email: admin@csuaoa.org Phone: (530) 345-2009
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
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Hartnell.jobspeaker.com	N	Hartnell College 411 Central Avenue Salinas, CA 93901	NA	Email: CareerServices@hartnell.edu Phone: (831) 755-6700
HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
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	NA	Email:

		225 Bush Street San Francisco, CA 94104		support@joinhandshake.com Phone: (415) 944-9960
JournalismJobs.com	N	Only Available for Online Services	NA	Email: info@journalismjobs.com Phone (510) 508-7386
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
MediaJobBoard.com	N	Media Job Board 19606 Eagle Crest Drive Lutz, FL 33549	NA	Email: jobs@editorandpublisher.com. Phone. (406) 445-0000
Monterey County wdb.org (Workforce Development Board)	N	Monterey County Workforce Development Board Administrative Office 344 Salinas Street Salinas, CA 93901	NA	Email: MCWDB- businessservices@co.monterey .ca.us Phone: (831) 796-6434
NativeAmericansinHigherEd .com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Pmja.org	N	Public Media Journalists Association P.O. Box 838 Sturgis, SD 57785	NA	Email: info@pmja.org Phone: (605) 863-9919
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
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

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

RECRUITING SOURCES USED

Job Title of Position: KAZU Reporter - Producer (1 of 2) Date of Hire: 04/08/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT	TEL. NO. AND E-MAIL
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			PERSON AT SOURCE	ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Csuaoa.org	N	Cal State University Auxiliary Organizations Association P.O. Box 2177 Chico, CA 95927-2177	NA	Email: admin@csuaoa.org Phone: (530) 345-2009
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Hartnell.jobspeaker.com	N	Hartnell College 411 Central Avenue Salinas, CA 93901	NA	Email: CareerServices@hartnell.edu Phone: (831) 755-6700
HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
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
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Monterey County wdb.org (Workforce Development Board)	N	Monterey County Workforce Development Board Administrative Office 344 Salinas Street Salinas, CA 93901	NA	Phone: (831) 796-6434
NativeAmericansinHigherEd.com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

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
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

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

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: 05/01/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
CalJobs.ca.gov	N	MON Salinas AJCC 1760 Fremont Blvd., Suite D2 Seaside, CA 93955	NA	Email: www.edd.ca.gov Phone: (800) 300-5616
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
Csuaoa.org	N	Cal State University Auxiliary Organizations Association P.O. Box 2177 Chico, CA 95927-2177	NA	Email: admin@csuaoa.org Phone: (530) 345-2009
Current.org (PublicMediaJobs.org)	N	4400 Massachusetts Avenue, NW Washington, DC 20016- 8122	NA	Email: news@current.org
DisabledInHigherEd.com	N	Disabled in Higher	NA	Email: jobs@ccjn.org

		Education Network 5443 Fremontia Lane San Diego, CA 92115		Phone: (800) 311-0563
Hartnell.jobspeaker.com	N	Hartnell College 411 Central Avenue Salinas, CA 93901	NA	Email: CareerServices@hartnell.edu Phone: (831) 755-6700
HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
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
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Monterey County wdb.org (Workforce Development Board)	N	Monterey County Workforce Development Board Administrative Office 344 Salinas Street Salinas, CA 93901	NA	Phone: (831) 796-6434
NativeAmericansinHigherEd .com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
RadioJobs.org	N	Only Available for Online Services	NA	Information and Account Access provided through Company's online platform and LinkedIn presence.
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
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

		San Diego, CA 92115		
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* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: KAZU Reporter - Producer (2 of 2) Date of Hire: 05/12/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
AsiansInHigherEd.com	N	Asians in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
BlacksInHigherEd.com	N	Blacks in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Csuaoa.org	N	Cal State University Auxiliary Organizations Association P.O. Box 2177 Chico, CA 95927-2177	NA	Email: admin@csuaoa.org Phone: (530) 345-2009
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Hartnell.jobspeaker.com	N	Hartnell College 411 Central Avenue Salinas, CA 93901	NA	Email: CareerServices@hartnell.edu Phone: (831) 755-6700
HispanicsinHigherEd.com	N	Hispanics in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
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
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Monterey County wdb.org	N	Monterey County	NA	Phone: (831) 796-6434

(Workforce Development Board)		Workforce Development Board Administrative Office 344 Salinas Street Salinas, CA 93901		
NativeAmericansinHigherEd.com	N	Native Americans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
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
VeteransinHigherEd.com	N	Veterans in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
WomenAndHigherEd.com	N	Women in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563

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