

2023 ANNUAL EEO PUBLIC FILE REPORT

University Corporation at Monterey Bay

Station:	KAZU (FM)
Community of License:	Pacific Grove, California
Reporting Period:	August 1, 2022 - July 31, 2023
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 Personnel Director and Assistant Personnel Director represented the station by participating in the following job fairs:</p> <ul style="list-style-type: none"> CSUMB Career & Internship Job Fair, CSUMB University Center Auditorium, Seaside, CA - 02/22/23 Monterey Peninsula College Job and Career Fair 2023, 980 Freemont Street, Monterey, CA - 04/20/23 Monterey County Workforce Development Job Fair, 1295 LaSalle Avenue, Seaside, CA - 04/21/2023 HireX Diversity Salinas, CA Job Fair, Salinas, CA - 09/16/23 CSUMB Career and Internship Job Fair, CSUMB University Center Auditorium, Seaside, CA - 09/28/23
<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>09/01/22 - 11/30/22: Digital Design Intern (2) 09/29/22 - Present: Business & Membership (1) Intern</p> <ul style="list-style-type: none"> Through these two programs, CSUMB Interns were indoctrinated into KAZU's operations concurrent with assignments involving specific tasks with established deadlines that were conducted within the parameters of normal paid Internship programs. In addition, these programs were administered with the purpose of

	familiarizing the assigned students with the basic 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>07/01/23 - Present:</p> <ul style="list-style-type: none"> Membership Director, Interim Membership Director, Business Manager and Support Coordinator continued to complete a series of online and instructor-led Raiser's Edge and Blackbaud NetCommunity training modules and sessions to maximize proficiency in the operations of KAZU's donor database. Staff continued to develop & apply strategies earmarked to display content specifically personalized for different groups and / or demographics. Other outcomes included leveraging both online messaging and conditional email content using the tools within NetCommunity to reach online Donors in a personal and professional manner.
<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 including Diversity, Equity & Inclusion (DEI)-based training sessions & workshops:</p> <p>07/01/22 - 09/14/22:</p> <ul style="list-style-type: none"> General Manager, Business Manager, Membership Director, Operations Manager, Assistant Operations Manager, News Director, Assistant News Director, two Underwriting Specialists, Support Coordinator, All Part-Time Employees and Independent Contractors directly interfacing with the station completed on-line EVERFI course on Sexual Harassment Awareness and for Supervisors (California AB 1825) <p>07/01/22 - Present:</p> <ul style="list-style-type: none"> Based on the selection & appointment of the Assistance Operations Manager & Underwriting Specialist to represent 90.3 KAZU as DEI Trainers & Facilitators, the General Manager, Business Manager, Membership Director, Operations

	<p>Manager, News Director, Assistant News Director, Underwriting Specialist, Support Coordinator, Student Intern & All Part-Time Employees participated in training sessions plus an initial workshop encompassing the principles & key objections of diversity, equity & inclusion within the university and workplace.</p> <p>07/01/22 - Present:</p> <ul style="list-style-type: none"> General Manager, Business Manager, Membership Director, Operations Manager, Assistant Operations Manager, News Director, Assistant News Director, two Underwriting Specialists, Support Coordinator, All Part-Time Employees and Independent Contractors directly interfacing with the station completed on-line SumTotal Title IX courses focused on protecting students, educators and school employees against all forms of sex or gender discrimination, including sexual harassment, dating and domestic violence, other forms of sexual misconduct, stalking and retaliation.
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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
06/01/2022	News Director	CSUMB Website
10/17/2022	News Reporter / Producer	CSUMB Website
01/03/2023	Associate General Manager	CSUMB Website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 46

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
University Corporation at Monterey Bay (CSUMB)	46

RECRUITING SOURCES USED

Job Title of Position: News Director

Date of Hire: 06/01/2022

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
Chronicle.com	N	The Chronicle of Higher Education 1255 23rd Street, N.W. Washington, D.C. 20037	NA	Email: jobs@chronicle.com Phone: 202-466-1050
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
DisabledInHigherEd.com	N	Disabled in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
Editor & Publisher Magazine (The Media Job Board)	N	Editor & Publisher Magazine 19606 Eagle Crest Drive Lutz, Florida 33549	NA	Email: jobs@editorandpublisher.com Phone: (406) 445-0000
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
JournalismJobs.com	N	NewRoadsMedia.com LLC 72 Plaza Drive, 2nd Floor Berkeley, CA 94705	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

MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: https://montereybayjobs.com Phone: (800) 225-1372
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
northern-ca.hercjobs.org	N	Higher Education Recruitment Consortium (HERC) 1012 Torney Ave #1755 San Francisco, CA 94129	NA	Email: https://www.hercjobs.org Phone: (415) 561-6400
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: News Reporter / Producer

Date of Hire: 10/17/2022

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
Chronicle.com	N	The Chronicle of Higher Education	NA	Email: jobs@chronicle.com Phone: 202-466-1050

		1255 23rd Street, N.W. Washington, D.C. 20037		
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
LGBTinHigherEd.com	N	LGBT in Higher Education Network 5443 Fremontia Lane San Diego, CA 92115	NA	Email: jobs@ccjn.org Phone: (800) 311-0563
MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: https://montereybayjobs.com Phone: (800) 225-1372
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
northern-ca.hercjobs.org	N	Higher Education Recruitment Consortium (HERC) 1012 Torney Ave #1755 San Francisco, CA 94129	NA	Email: https://www.hercjobs.org Phone: (415) 561-6400
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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RECRUITING SOURCES USED

Job Title of Position: Associate General Manager

Date of Hire: 01/03/2023

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
Chronicle.com	N	The Chronicle of Higher Education 1255 23rd Street, N.W. Washington, D.C. 20037	NA	Email: jobs@chronicle.com Phone: 202-466-1050
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
Current.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
Editor & Publisher Magazine (The Media Job Board)	N	Editor & Publisher Magazine 19606 Eagle Crest Drive Lutz, Florida 33549	NA	Email: jobs@editorandpublisher.com Phone: (406) 445-0000
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.	NA	Email: www.indeed.com

		6433 Champion Grandview Way Building 1 Austin, TX, 78750		Phone: Contact by Email only
JournalismJobs.com	N	NewRoadsMedia.com LLC 72 Plaza Drive, 2nd Floor Berkeley, CA 94705	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
MontereyBayJobs.com	N	Only Available for Online Services	NA	Email: https://montereybayjobs.com Phone: (800) 225-1372
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
northern-ca.hercjobs.org	N	Higher Education Recruitment Consortium (HERC) 1012 Torney Ave #1755 San Francisco, CA 94129	NA	Email: https://www.hercjobs.org Phone: (415) 561-6400
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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