

EEO PUBLIC FILE REPORT

This report covers full-time vacancy requirement data for the period August 1, 2011 to July 31, 2012.

- 1) Employment Unit Location/Name: **EMPIRE BROADCASTING – SAN JOSE**
- 2) Unite Members (List all station call signs and communities of license: **KRTY-FM**
KLIV-AM)
- 3) EEO Contact Information for Employment Unit:

Mailing Address: KRTY/KLIV Radio 750 Story Road San Jose, CA 95122	Telephone Number: 408-293-8030
	Contact Person: Debbie Horita
	Email Address: dhorita@empirebroadcasting.com

- 4) List all Full-Time Job Vacancies Filled by Each station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1) Account Executive – September 2011	Radio Campaign
2) Account Executive – September 2011	Radio Campaign
3) Account Executive – September 2011	Radio Campaign
4) Account Executive – September 2011	Radio Campaign
5) Account Executive – September 2011	Employee Referral
6) Account Executive – April/May 2012	Radio Campaign
7) Account Executive – April/May 2012	Radio Campaign
8) Account Executive – April/May 2012	Facebook
9) Account Executive – June 2012	Radio Campaign
10) Account Executive – June 2012	Radio Campaign
11) Account Executive – June 2012	Radio Campaign
12) Account Executive – June 2012	Referral

Referral Source(s) of Hiree:
 Radio Campaign (1-4);
 Employee Referral (5)

5) Job Title: Account Executive (1-5)

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes of No)
National Association for the Advancement of Colored People San Jose Branch		304 N/ Sixth Street San Jose, CA 95112	408-295-3394	Yes
Young Women's Christian Association of Santa Clara Valley	Keri Procnunier Mclain	375 S. Third Street San Jose, CA 95112	408-295-4011	Yes
Ohlone College Job Placement	Mary Varnoord	43600 Mission Blvd Fremont, CA 94539	510-659-6000	Yes
De Anza College Career Planning & Placement	Blanche Monary	21250 Stevens Creek Blvd Cupertino, CA 95014	Fax: 408-864-5607	Yes
Hispanic Chamber of Commerce	Dennis King	100 E Santa Clara St. San Jose, CA 95113	408-213-0320	Yes
Caljobs.ca.gov	Pam Kinney	2450 S. Bascom Ave Campbell, CA 95008	408-369-3600	Yes
National Hispanic University	Rachel Rosas	14271 Story Road San Jose, CA 95127	408-926-6246	Yes
All Access Music Group	Customer Service	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	No
KRTY/KLIV On-Air Advertisement	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
KRTY.com KLIV.com	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
Bay Area Star	Karie Yost	855 Battery Street San Francisco, CA 94111	415-765-8702	Yes
Santa Clara University Service Career Center	Kathey Potter	500 El Camino Real Santa Clara, CA 95053	408-554-4859	Yes
San Jose City College Career Center	Jennette D'Anna	2100 Moorpark Avenue San Jose, CA 95128	408-288-3794	Yes
San Jose State University Career Planning and Placement	Irene Peck	1 Washington Square San Jose, CA 95192	408-924-6033	Yes
Craigslist.org	Customer Service	PO BOX 225159 San Francisco, CA 94112	415-566-6394	No
Linked In	LinkedIn.Com	2029 Stierlin Ct Mountain View, CA 94043	650-687-0505	No

Referral Source(s) of Hiree:
 Radio Campaign (6-7);
 Facebook (8)

5) Job Title: Account Executive (6-8)

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes of No)
National Association for the Advancement of Colored People San Jose Branch		304 N/ Sixth Street San Jose, CA 95112	408-295-3394	Yes
Young Women's Christian Association of Santa Clara Valley	Keri Procnunier Mclain	375 S. Third Street San Jose, CA 95112	408-295-4011	Yes
Ohlone College Job Placement	Mary Varnoord	43600 Mission Blvd Fremont, CA 94539	510-659-6000	Yes
De Anza College Career Planning & Placement	Blanche Monary	21250 Stevens Creek Blvd Cupertino, CA 95014	Fax: 408-864-5607	Yes
Hispanic Chamber of Commerce	Dennis King	100 E Santa Clara St. San Jose, CA 95113	408-213-0320	Yes
Caljobs.ca.gov	Pam Kinney	2450 S. Bascom Ave Campbell, CA 95008	408-369-3600	Yes
National Hispanic University	Rachel Rosas	14271 Story Road San Jose, CA 95127	408-926-6246	Yes
All Access Music Group	Customer Service	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	No
KRTY/KLIV On-Air Advertisement	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
KRTY.com KLIV.com	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
Bay Area Star	Karie Yost	855 Battery Street San Francisco, CA 94111	415-765-8702	Yes
Santa Clara University Service Career Center	Kathey Potter	500 El Camino Real Santa Clara, CA 95053	408-554-4859	Yes
San Jose City College Career Center	Jennette D'Anna	2100 Moorpark Avenue San Jose, CA 95128	408-288-3794	Yes
San Jose State University Career Planning and Placement	Irene Peck	1 Washington Square San Jose, CA 95192	408-924-6033	Yes
Craigslist.org	Customer Service	PO BOX 225159 San Francisco, CA 94112	415-566-6394	No
Linked In	LinkedIn.Com	2029 Stierlin Ct Mountain View, CA 94043	650-687-0505	No

5) Job Title: Account Executive (9-12)

Referral Source(s) of Hiree:
Radio Campaign (9-11);
Referral (12)

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes of No)
National Association for the Advancement of Colored People San Jose Branch		304 N/ Sixth Street San Jose, CA 95112	408-295-3394	Yes
Young Women's Christian Association of Santa Clara Valley	Keri Procnunier Mclain	375 S. Third Street San Jose, CA 95112	408-295-4011	Yes
Ohlone College Job Placement	Mary Varnoord	43600 Mission Blvd Fremont, CA 94539	510-659-6000	Yes
De Anza College Career Planning & Placement	Blanche Monary	21250 Stevens Creek Blvd Cupertino, CA 95014	Fax: 408-864-5607	Yes
Hispanic Chamber of Commerce	Dennis King	100 E Santa Clara St. San Jose, CA 95113	408-213-0320	Yes
Caljobs.ca.gov	Pam Kinney	2450 S. Bascom Ave Campbell, CA 95008	408-369-3600	Yes
National Hispanic University	Rachel Rosas	14271 Story Road San Jose, CA 95127	408-926-6246	Yes
All Access Music Group	Customer Service	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	No
KRTY/KLIV On-Air Advertisement	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
KRTY.com KLIV.com	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
Bay Area Star	Karie Yost	855 Battery Street San Francisco, CA 94111	415-765-8702	Yes
Santa Clara University Service Career Center	Kathey Potter	500 El Camino Real Santa Clara, CA 95053	408-554-4859	Yes
San Jose City College Career Center	Jennette D'Anna	2100 Moorpark Avenue San Jose, CA 95128	408-288-3794	Yes
San Jose State University Career Planning and Placement	Irene Peck	1 Washington Square San Jose, CA 95192	408-924-6033	Yes
Craigslist.org	Customer Service	PO BOX 225159 San Francisco, CA 94112	415-566-6394	No
Linked In	LinkedIn.Com	2029 Stierlin Ct Mountain View, CA 94043	650-687-0505	No

6) Total Number of Interviewees Referred by each source: For the period from August 1, 2011 to July 31, 2012, this Employment Unit interviews 40 Interviewees for full time job vacancies from 108 resumes. These Interviewees were referred by the following sources:

Recruitment Source	Total Number of Interviewees Referred
(1) KRTY/KLIV Radio Campaign	23
(2) KRTY.com/KLIV.com	6
(3) Employee Referral	5
(4) Job Boards	3
(5) Internet/Facebook	2
(6) AllAccess.com	1

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. Campbell Chamber of Commerce Business Development Expo*. Employment unit promoted and participated in the event	March 2012	Senior Account Executive

*KRTY/KLIV personnel participated in the Job Fair by distributing information regarding current job openings, accepting resumes and answering questions regarding station employment, internships and careers in broadcasting.

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. KRTY-FM/KLIV-AM have made significant contributions to the radio career website (KRTY.com / KLIV.com) which contain information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them	Ongoing	HR Manager
2. PSA's: Public Service Announcements to inform the public that we were an Equal Opportunity Employer dedicated to providing broad outreach regarding job vacancies at the stations. We seek the help of local community organizations in referring qualified applicants to our stations.	Ongoing	P.S.A Director

(c) Participation in Events

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
In August 2011, February-November 2012, and January-March 2013 KRTY/KLIV offered tours of the facilities to various scout groups in San Jose about radio station operations.	8/18/11; 2/2/12; 2/28/12; 3/8/12; 3/15/12; 3/20/12; 3/28/12; 4/19/12; 4/24/12; 5/18/12;	Traffic Manager, Research Director, On-Air Personality

EEO PUBLIC FILE REPORT

This report covers full-time vacancy requirement data for the period August 1, 2012 to July 15, 2013.

- 1) Employment Unit Location/Name: **EMPIRE BROADCASTING – SAN JOSE**
- 2) Unite Members (List all station call signs and communities of license: **KRTY-FM**
KLIV-AM)
- 3) EEO Contact Information for Employment Unit:

Mailing Address: KRTY/KLIV Radio 750 Story Road San Jose, CA 95122	Telephone Number: 408-293-8030
	Contact Person: Debbie Horita
	Email Address: dhorita@empirebroadcasting.com

- 4) List all Full-Time Job Vacancies Filled by Each station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1) Account Executive – August 2012	Radio Campaign
2) Account Executive – February 2013	Radio Campaign
3) Account Executive – February 2013	Radio Campaign
4) Full Time News Position	Inside Promotion

Referral Source(s) of Hiree:
Radio Campaign (1-3);

5) Job Title: Account Executive (1-3)

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes of No)
National Association for the Advancement of Colored People San Jose Branch		304 N/ Sixth Street San Jose, CA 95112	408-295-3394	Yes
Young Women's Christian Association of Santa Clara Valley	Keri Proconier Mclain	375 S. Third Street San Jose, CA 95112	408-295-4011	Yes
Ohlone College Job Placement	Mary Varnoord	43600 Mission Blvd Fremont, CA 94539	510-659-6000	Yes
De Anza College Career Planning & Placement	Blanche Monary	21250 Stevens Creek Blvd Cupertino, CA 95014	Fax: 408-864-5607	Yes
Hispanic Chamber of Commerce	Dennis King	100 E Santa Clara St. San Jose, CA 95113	408-213-0320	Yes
Caljobs.ca.gov	Pam Kinney	2450 S. Bascom Ave Campbell, CA 95008	408-369-3600	Yes
National Hispanic University	Rachel Rosas	14271 Story Road San Jose, CA 95127	408-926-6246	Yes
All Access Music Group	Customer Service	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	No
KRTY/KLIV On-Air Advertisement	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
KRTY.com KLIV.com	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
Bay Area Star	Karie Yost	855 Battery Street San Francisco, CA 94111	415-765-8702	Yes
Santa Clara University Service Career Center	Kathey Potter	500 El Camino Real Santa Clara, CA 95053	408-554-4859	Yes
San Jose City College Career Center	Jennette D'Anna	2100 Moorpark Avenue San Jose, CA 95128	408-288-3794	Yes
San Jose State University Career Planning and Placement	Irene Peck	1 Washington Square San Jose, CA 95192	408-924-6033	Yes
Craigslist.org	Customer Service	PO BOX 225159 San Francisco, CA 94112	415-566-6394	No
Linked In	LinkedIn.Com	2029 Stierlin Ct Mountain View, CA 94043	650-687-0505	No

5) Job Title: Full Time News Position (4)

Referral Source(s) of Hiree:
Inside Promotion (4)

(i) Name of Organization Notified of Job Vacancy	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes of No)
National Association for the Advancement of Colored People San Jose Branch		304 N/ Sixth Street San Jose, CA 95112	408-295-3394	Yes
Young Women's Christian Association of Santa Clara Valley	Keri Proconier Mclain	375 S. Third Street San Jose, CA 95112	408-295-4011	Yes
Ohlone College Job Placement	Mary Varnoord	43600 Mission Blvd Fremont, CA 94539	510-659-6000	Yes
De Anza College Career Planning & Placement	Blanche Monary	21250 Stevens Creek Blvd Cupertino, CA 95014	Fax: 408-864-5607	Yes
Hispanic Chamber of Commerce	Dennis King	100 E Santa Clara St. San Jose, CA 95113	408-213-0320	Yes
Caljobs.ca.gov	Pam Kinney	2450 S. Bascom Ave Campbell, CA 95008	408-369-3600	Yes
National Hispanic University	Rachel Rosas	14271 Story Road San Jose, CA 95127	408-926-6246	Yes
Asian Week	Danny Chou	809 Sacramento Street San Francisco, CA 94108	415-397-0220	Yes
KRTY/KLIV On-Air Advertisement	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
KRTY.com KLIV.com	Tina Ferguson	750 Story Road San Jose, CA 95122	408-293-8030	Yes
Bay Area Star	Karie Yost	855 Battery Street San Francisco, CA 94111	415-765-8702	Yes
Santa Clara University Service Career Center	Kathey Potter	500 El Camino Real Santa Clara, CA 95053	408-554-4859	Yes
San Jose City College Career Center	Jennette D'Anna	2100 Moorpark Avenue San Jose, CA 95128	408-288-3794	Yes
San Jose State University Career Planning and Placement	Irene Peck	1 Washington Square San Jose, CA 95192	408-924-6033	Yes
Craigslist.org	Customer Service	PO BOX 225159 San Francisco, CA 94112	415-566-6394	No
Linked In	LinkedIn.Com	2029 Stierlin Ct Mountain View, CA 94043	650-687-0505	No

6) Total Number of Interviewees Referred by each source: For the period from August 1, 2012 to July 15, 2013, this Employment Unit interviews 18 Interviewees for full time job vacancies from 45 resumes. These Interviewees were referred by the following sources:

Recruitment Source	Total Number of Interviewees Referred
(1) KRTY/KLIV Radio Campaign	11
(2) KRTY.com/KLIV.com	3
(3) Employee Referral	4

7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. Santa Clara University 2013 Spring Career Fair* Employment unit promoted and participated in event.	April 10, 2013	KLIV News Director
2. Diversity Employment Job Fair, Milpitas* Employment unit promoted and participated in event.	June 11, 2013	KLIV News Director

*KRTY/KLIV personnel participated in the Job Fair by distributing information regarding current job openings, accepting resumes and answering questions regarding station employment, internships and careers in broadcasting.

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. KRTY-FM/KLIV-AM have made significant contributions to the radio career website (KRTY.com / KLIV.com) which contain information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them	Ongoing	HR Manager
2. PSA's: Public Service Announcements to inform the public that we were an Equal Opportunity Employer dedicated to providing broad outreach regarding job vacancies at the stations. We seek the help of local community organizations in referring qualified applicants to our stations.	Ongoing	P.S.A Director

(c) Participation in Events

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
In August 2011, February-November 2012, and January-March 2013 KRTY/KLIV offered tours of the facilities to various scout groups in San Jose about radio station operations.	11/16/12; 1/7/13; 2/13/13; 2/21/13; 3/19/13; 3/26/13	Traffic Manager, Research Director, On-Air Personality
San Jose City College tour at stations. Students observed commercial radio station systems, and witnessed commercial production within a professional studio environment.	February 27, 2013	Chief Engineer and On-Air Personality
Afghani Broadcasters via San Jose State University. Broadcasters from Afghanistan visited the stations and were given a tour about radio station operations and programming on both stations.	March 22, 2013	President, Chief Engineer, KLIV Program Director