

EEO PUBLIC FILE REPORT // SF SEU

August 1, 2024 - July 31, 2025

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
Audio Producer	1-7, 9-19, 21-25, 27, 29, 32-34, 36, 37, 39-41, 43-54, 56-60, 62-68, 70, 74-77	#41

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Notification? Y/N
No. of Interviews
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SECTION II

MASTER RECRUITMENT SOURCE LIST ("MRSL")

Agency	Last Name/Dep	First Name	Email	Email/Web	Street Address	City	St.	Zip		
1 Actors Fund Career Center	Berg	Ross	rberg@actorsfund.org	rberg@actorsfund.org	5757 Wilshire Blvd. #400	Los Angeles	CA	90036	Y	0
2 Arts for LA	Herrera	Gustavo	info@artsforla.org	info@artsforla.org	P.O. Box 4099	West Covina	CA	91791	N	0
3 Braille Institute				https://www.brailleinstitute.org/services-for-blind-adults/career-counseling	741 N. Vermont Ave.	Los Angeles	CA	90029	N	0
4 California Broadcasters Association	Berry	Joe		https://ca.broadcast1source.com/Default.aspx	915 "L" Street #1150	Sacramento	CA	95814	Y	0
5 Cal State Long Beach/Career Center				http://www.careers.csulb.edu/employers	1250 Bellflower	Long Beach	CA	90840	N	0
6 CSUN/Career Center				https://www.csun.edu/career/employers	18111 Nordhoff St.	Northridge	CA	91330	N	0
7 Dan's List	Rothblatt	Dan	dan@dans-list.org		6505 Wilshire Blvd Ste. #1200	Los Angeles	CA	90048	Y	0
8 <i>Organization requested removal</i>										
9 JVS SoCal	Smith	Grant	gsmith@jvs-socal.org		5446 Sepulveda Blvd.	Culver City	CA	90230	N	0
10 Los Angeles Dept of Arts and Culture	Sakoda	Kristin		https://www.lacountyarts.org/employment	1055 Wilshire Blvd, Suite 800	Los Angeles	CA	90017	Y	0
11 Los Angeles Sentinel		Alan			3800 Crenshaw Blvd.	Los Angeles	CA	90008	Y	0
12 Los Angeles Urban League	Kif	Maiesha		https://lajobs.laul.org/	4401 Crenshaw Blvd., #201	Los Angeles	CA	90043	Y	0
13 UCLA/African American Studies	Benson	Veronica		(323) 761-8888	1308 Rolfe Hall P.O. Box 957109	Los Angeles	CA	90095	N	0
14 USC Recruitment Website				https://usccareers.usc.edu/	Student Union #110	Los Angeles	CA	90089	N	0
15 Venice Skills Center / LAUSD	Baskin	Lisa			611 5th Avenue	Venice	CA	90291	N	0
16 Verdugo Job Center	Khachikyan	Ani	akhachikyan@glendaleca.gov		1255 S. Central Ave.	Glendale	CA	91204	Y	0
17 West Valley Occupational Center					6200 Winnetka Ave.	Woodland Hills	CA	91367	N	0
18 All Women in Media				https://allwomeninmedia.org/career-center/	2365 Harrodsburg Road, A325	Lexington	KY	40504	Y	0
19 American News Women's Club			anwclub@comcast.net		1607 22nd Street, NW,	Washington	DC	20008	Y	0
20 <i>Organization requested removal</i>										
21 Association of Fundraising Professionals				https://jobs.afpglobal.org/employers/	4300 Wilson Blvd #300	Arlington	VA	22203	N	0
22 California Arts Council				http://www.arts.ca.gov/opportunities/jobform.php	1300 I Street	Sacramento	CA	95814	N	0
23 California Department of Rehabilitation	Talent Acquisition Portal (T		administration@tapability.org	administration@tapability.org	721 Capitol Mall	Sacramento	CA	95814	Y	0
24 Calif State Employment Development Dept	CalJOBS			https://edd.ca.gov/Jobs_and_Training/Caljobs.htm	745 Franklin Street	San Francisco	CA	94102	Y	0
25 Cal State University Chico Career Center	Deems	Donna	kaadams@csuchico.edu	https://www.csuchico.edu/careers/employers/	400 W. First Street	Chico	CA	95929	Y	0
26 <i>Organization requested removal</i>										
27 Chronicle of Philanthropy				https://hire.philanthropy.com/careers	1255 Twenty-Third St. 7th Floor	Washington	DC	20037	N	0
28 <i>Organization requested removal</i>										
29 Current				https://current.org/	4400 Massachusetts Avenue, NW	Washington	DC	20016	N	0
30 <i>Organization requested removal</i>										
31 Internal Candidate									N	
32 Howard University	Office of Career Services			https://careerservices.howard.edu/employers	Powell Building, 525 Bryant Street NW	Washington	DC	20059	N	0
33 Indeed.com				https://www.indeed.com/					N	2
34 GlassDoor.com				https://www.glassdoor.com/					N	1
35 JournalismJob.com			Email: corp@sastha.net	http://journalismjob.com/		Michigan	MI		N	
36 Linked-In.com				https://business.linkedin.com/talent-solutions/					N	1
37 Mills College Career Center	Ramirez	Ashley		https://support.joinhandshake.com/hc/en-us/articles/218693198-How-to-Post-a-Job	5000 MacArthur Blvd	Oakland	CA	94613	Y	0

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38	Organization requested removal										
39	Spelman College		Career Planning & Devt	https://spelman.joinhandshake.com/employer_registrations/new	350 Spelman Lane SW Box #10	Atlanta	GA	30314	N	0	
40	Sphinx Music Organization	Floyd	Achia	http://www.sphinxmusic.org/job-postings/	2200 Hunt Street, Suite 461	Detroit	MI	48207	Y	0	
41	Word of Mouth/Personal Contacts								N	1	
42	WOC (Women Of Color)			https://www.woc-fp.com/post-job					N		
43	Asian Business League of SF			info@ablsf.org					Y	0	
44	Asian Immigrant Women Advocates			info@aiwa.org					Y	0	
45	Asian Women's Resources			awrcgloria@pacbell.net					Y	0	
46	Bay Area Black Journalists Association			babja1982@gmail.com	1714 Franklin St. #100-260	Oakland	CA	94612	Y	0	
47	Cal State East Bay	Head	Sylvia	https://www.csueastbay.edu/aace/employers.html	25800 Carlos Bee Blvd. SA #2300	Hayward	CA	94542	N	0	
48	Chinese for Affirmative Action	Lim	Amos	eiteam@caasf.org					Y	0	
49	Filipinos Advocates for Justice		Job Center	https://www.idealists.org/en/jobs _Direct	310 8th Street #306	Oakland	CA	94607	Y	0	
50	JVS San Francisco	Ruggles	Dylan	Contact: http://www.filipinos4action.org https://www.jvs.org/for-employers/	225 Bush Street #400	San Francisco	CA	94104	Y	0	
51	Korean Center Inc.	Park	Young		1362 Post Street	San Francisco	CA	94109	Y	0	
52	Media Alliance			https://media-alliance.org/job-file/post-an-available-job/	2830 20th Street #201	San Francisco	CA	94110	Y	0	
53	National University		Career Center Assistant		9388 Lightwave Ave.	San Diego	CA	92123	N	0	
54	New Ways Workers	Duong	Scott		2012 Pine Street	San Francisco	CA	94115	Y	0	
55	Organization requested removal										
56	San Francisco Conservatory of Music			https://sfcu.edu/student-resources/professional-development-and-engagement-center/employment-opportunities	50 Oak Street	San Francisco	CA	94102	N	0	
57	San Francisco Hispanic Chamber of Commerce			info@hccsf.com					Y	0	
58	San Francisco Human Services Agency		Jobs Now program	hsa.jobsnow@sfgov.org	1800 Oakdale Avenue, 1st Floor	San Francisco	CA	94124	N	0	
59	San Francisco State University-Career Center			recruit@sfsu.edu		San Francisco			N	0	
60	San Francisco State University-Journalism Dept	Wehrer	Amber	jour@sfsu.edu		San Francisco			Y	0	
61	Organization requested removal										
62	San Jose State University		Career Center	https://www.sjsu.edu/careercenter/employers/post-opportunities.php	One Washington Square	San Jose	CA	95192	N	0	
63	Sonoma State University		Career Center	https://app.joinhandshake.com	1801 E. Cotati Avenue	Rohnert Park	CA	94928	N	0	
64	Southeast Asian Community Center	Phan	Dora		875 O'Farrell Street	San Francisco	CA	94109	Y	0	
65	Spanish Speaking Citizens Foundation	Contreras	Alicia	acontreras@sscf.org	1470 Fruitvale Ave.	Oakland		94601	Y	0	
66	St. Mary's College of CA		Career Services	https://stmarys-ca.joinhandshake.com	PO Box 3421	Moraga	CA	94575	N	0	
67	The Women's Building			tania@womensbuilding.org	3543 18th St #8	San Francisco	CA	94110	Y	0	
68	UC Berkeley		Career Center	https://www.joinhandshake.com/employers/request-more-info/	2440 Bancroft Way	Berkeley	CA	94720	Y	0	

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70 YWCA of San Francisco	Gundersheim	Bette	gretchen@ywcasf-marlin.org		940 Powell Street, # 101	San Francisco	CA	94108	Y	0
For Only TECH/IT/Engineering Job Vacancies										
71 DeVry University / Long Beach Location				https://www.devry.edu/about/campus-locations/california/long-beach.html	3880 Kilroy Airport Way	Long Beach	CA	90806	N	
72 Los Angeles Trade Tech				https://www.lattc.edu/student-services/ecs	400 West Washington Blvd	Los Angeles	CA	90015	N	
73 SBE: Society Of Broadcast Engineers				https://sbe.org/resources/jobs/	9102 N Meridian St., # 150	Indianapolis	IN	46260	N	0
74 Women's Audio Mission	Cerza	Christina	ccerza@womensaudiomission.org	https://www.womensaudiomission.org	542-544 Natoma Street, #C-1	San Francisco	CA	94103	N	0
75 Columbia College Chicago	Tom and Anna		tjoyce@colum.edu ;	E-mail: careercenter@colum.edu	754 S. Wabash Avenue, 3rd Floor	Chicago	IL	60605	N	0
76 USC Alumni Association	Gonzalez	Erika	aogierbloomer@colum.edu	https://students.colum.edu/career-center/about-us	3607 Trousdale Parkway, SKS 305	Los Angeles	CA	90089	N	1
77 Google For Jobs			alumni@usc.edu	https://alumni.usc.edu					N	1
				http://careers.google.com/jobs						
									Total	7

KDFC(FM), KOSC(FM), KXSC(FM), KDFG(FM), KDFL(FM)

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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	<p>The <i>Director of Major Giving</i> mentored the SEU's <i>Donor Relations Representative</i> this past year. They meet weekly to review strategy, tasks, challenges, and evaluated opportunities for major gift giving to the station.</p> <p>This mentorship provided training on the skills necessary to obtain higher-level positions in the broadcast industry.</p>
2	<u>Provide training</u> to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>Commencing in summer of 2024, all SEU hiring managers were assigned to take a CPB-sponsored online course, focused on the prevention of sexual harassment in the workplace.</p> <p>Among other topics, the course defined sexual harassment and discussed the importance of maintaining a harassment-free workplace.</p>

3	<p><u>Provide training</u> to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p>	<p>On July 22, 2025, all of the hiring managers, together with the Senior Leadership Team, attended the <i>SF SEU EEO Self-Assessment</i> exercise, focusing on what worked for the SEU in its outreach this past year and what had not.</p> <p>A group discussion was then held, taking a serious look at ways to improve the station's outreach efforts to community groups for each of our job vacancies.</p>
4	<p>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</p>	<p>On August 3, 2024 the SEU's <i>Associate Director of User Journey</i> helps a student from the St. Joseph School in Alameda, CA. through some radio production basics.</p> <p>Staff did a full run-through with the student, coaching them on Voice-Overs, reading scripts and then recording their voice. Later at the station, the tracks were edited for use in the station's "Glissando" webstream.</p>