EEO PUBLIC FILE REPORT // LA SEU

August 1, 2021 -- July 31, 2022

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
KUSC Producer	1 – 13 & 15 – 21 23 – 31 & 33 37 – 39 & 41– 43 45 – 77	#42
Business / Budget Technician (#1)	1-13 & 15-21 23-31 & 33 38, 41, 43 46-77	#15

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Business / Budget Technician (#2)	1-13 & 15-21 23-31 & 33 35, 38, 39, 41, 43 46-77	#15
Business / Budget Technician (#3)	1 – 13 & 15 – 21 23 – 31 & 33 34, 38, 41, 43 46 – 77	#34
Marketing Director	$ \begin{array}{r} 1 - 21 \\ 23 - 31 & 33 - 35 \\ 38, 39, 41 - 43 \\ 46 - 77 \end{array} $	#15

2022 EEO PUBLIC FILE REPORT // LA SEU

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SECTION II

MASTER RECRUITMENT SOURCE LIST ("MRSL")

Agency	Last Name/Dep	t First Name	Fmail/Web	Street Address	City	St.	7in		
Agency	Last Name/Dep	t First Name	Lilially Web	Street Address	City	J	Zip		
1 Actors Fund Career Center	Berg	Ross	rberg@actorsfund.org	5757 Wilshire Blvd. #400	Los Angeles	CA	90036	Υ	0
2 Arts for LA	Herrera	Gustavo	info@artsforla.org	1149 So. Hill St	Los Angeles	CA	90015	Ν	0
			brailleinstitute.org/services-for-blind-adults/career-						
3 Braille Institute			counseling	741 N. Vermont Ave.	Los Angeles	CA	90029	Ν	0
4 California Broadcasters Association	Berry	Joe	<u>ca.broadcast1source.com</u>	915 "L" Street #1150t	Sacramento	CA	95814	Υ	0
5 Cal State Long Beach/Career Center			http://careers.csulb.edu/employers	1250 Bellflower	Long Beach	CA	90840	Ν	0
6 CSUN/Career Center			csun.edu/career/employers	18111 Nordhoff St.	Northridge	CA	91330	Ν	0
7 Dan's List	Rothblatt	Dan	dan@dans-list.org	6505 Wilshire Blvd Ste. #1200	Los Angeles	CA	90048	Υ	0
			edd.ca.gov/Jobs and Training/Experience Unlimited Lo						
8 Experience Unlimited/EDD	Frigs	Jeannine	<u>cal Information.htm</u>	933 S. Glendora Ave.	West Covina	CA	91790	N	0
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	lacountyarts.org/employment	1055 Wilshire Blvd, Suite 800	Los Angeles	CA	90017	Υ	0
11 Los Angeles Sentinel		Alan	Suite 200	3800 Crenshaw Blvd.	Los Angeles	CA	90008	Υ	0
12 Los Angeles Urban League	Kif	Maiesha	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	ū	CA	90095	N	0
14 USC Alumni Association			alumni.usc.edu/	Charles #440	Los Angeles	CA	90089	N	1
15 USC Recruitment Website 16 Venice Skills Center / LAUSD	Baskin	Lisa	careers.usc.edu/jobs/	Student Union #110 611 5th Avenue	Los Angeles Venice	CA CA	90089 90291	N N	10 0
•		Lisa Ani	alika ah ilu ian @glandala sa gay	1255 S. Central Ave.	venice Glendale		90291	IN V	0
17 Verdugo Job Center	Khachikyan	Anı	akhachikyan@glendaleca.gov.			CA			•
18 West Valley Occupational Center				6200 Winnetka Ave.	Woodland Hills	CA	91367	N	0
19 American News Women's Club			anwclub@comcast.net	1607 22nd Street, NW,	Washington	DC	20008	Υ	0
20 Asian American Journalists Assoc	Angela	Tang	aaja.org/posting_jobs_introduction	1301 K Street, NW, 300W, 3rd Fl.	Washington	DC	20005	Υ	0
21 Association of Fundraising Professionals			jobs.afpglobal.org/employers/	4300 Wilson Blvd #300	Arlington	VA	22203	Ν	0
22 Bing			<u>bing.com</u>					Ν	1
23 California Arts Council			arts.ca.gov/opportunities/jobform.php	1300 I Street	Sacramento	CA	95814	Ν	0
24 California Department of Rehabilitation	•	ion Portal (TA	Padministration@tapability.org	721 Capitol Mall	Sacramento	CA	95814	Υ	0
. ,	CalJOBS		edd.ca.gov/Jobs and Training/Caljobs.htm	745 Franklin Street	San Francisco	CA	94102	Υ	0
26 Cal State University Chico Career Center	Deems	Donna	csuchico.edu/careers/employers/	400 W. First Street	Chico	CA	95929-	Υ	0
				ASU Walter Cronkite School of					
			ccnma.org/careers	Journalism and Mass					
				Communication					
27 CCNMA: Latino Journalists of California	Career Center		Email: ccnmainfo@ccnma.org	725 Arizona Ave., Suite 404	Santa Monica	CA	90401-	Υ	0

28 Chronicle of Philanthropy 29 Community Colleges Jobs Consortium 30 CPB	College Centra	al Network	hire.philanthropy.com/careers collegecentral.com/caccjobs/ cpb.org	1255 Twenty-Third St. 7th Floor 401 9th Street, NW	Washington Sacramento Washington	DC CA DC	20037	N N N	0 0 0
31 Current // Newspaper Publication			current.org/	4400 Massachusetts Avenue, NW	Ū		20016	N	0
32 Current Virtual Job Fair			<u>current.org/</u>	4400 Massachasetts / Wehae, IVVV	washington	DC	20010	N	0
33 Emma Bowen Foundation	Barham	Michael	emmabowenfoundation.com/jobs	No current address during pandemic				Υ	0
34 Internal Candidate	Barriarri	Wilchael	emmasowemoundation.com/joss	No daniem dadress daning pandemie				N	5
35 Glassdoor			glassdoor.com/					N	2
36 Google Job Board			careers.google.com/jobs/					N	0
37 HigherEd Jobs.com			www.higheredjobs.com					N	1
• • • • • • • • • • • • • • • • • • • •			<u> </u>	Powell Building, 525 Bryant Street					
38 Howard University	Office of Care	er Services	careerservices.howard.edu/employers	NW	Washington	DC	20059	N	0
39 Indeed.com			indeed.com/		, , , , , , , , , , , , , , , , , , ,			N	3
40 JournalismJob.com			journalismjob.com/ Email: corp@sastha.net			МІ		N	0
41 KUSC Website			www.kusc.org		Los Angeles	CA		N	0
42 Linked-In.com			business.linkedin.com/talent-solutions/		G			N	5
			support.joinhandshake.com/hc/en-						
43 Mills College Career Center	Ramirez	Ashley	us/articles/218693198-How-to-Post-a-Job	5000 MacArthur Blvd	Oakland	CA	94613	Υ	0
44 Monster.com		•	monster.com/					N	0
45 PubMedia Career Fair			jobs.current.org/#scrollSearch		Washington	DC	20016	N	1
			and a larger to the boundaries of the second and th						
			spelman.joinhandshake.com/employer registrations/ne						
46 Spelman College	Career Plannii	ng & Devt	<u>w</u>	350 Spelman Lane SW Box #10	Atlanta	GA	30314	N	0
46 Spelman College 47 Sphinx Music Organization	Career Plannii Strasburg	ng & Devt Stephanee			Atlanta Detroit	GA MI	30314	N Y	0
-			<u>w</u>	350 Spelman Lane SW Box #10			30314		-
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts			<u>w</u> sphinxmusic.org/job-postings/	350 Spelman Lane SW Box #10			30314	Y N	0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF			w sphinxmusic.org/job-postings/ info@ablsf.org	350 Spelman Lane SW Box #10			30314	Y N Y	0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates			w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org	350 Spelman Lane SW Box #10			30314	Y N Y Y	0 0
 47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 			w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461	Detroit	MI		Y N Y Y	0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association	Strasburg	Stephanee	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260	Detroit Oakland	MI	94612	Y N Y Y Y	0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay			w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461	Detroit	MI	94612	Y N Y Y Y Y	0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico	Strasburg Head	Stephanee	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260	Detroit Oakland Hayward	MI CA CA	94612	Y N Y Y Y	0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action	Strasburg Head Lim	Stephanee	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300	Oakland Hayward	MI CA CA	94612 94542	Y N Y Y Y Y N N	0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice	Strasburg Head Lim Job Center	Stephanee Sylvia Amos	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306	Oakland Hayward Chico Oakland	CA CA CA CA	94612 94542 94607	Y N Y Y Y Y N N Y	0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco	Strasburg Head Lim Job Center Ruggles	Sylvia Amos Dylan	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400	Oakland Hayward Chico Oakland San Francisco	CA CA CA CA CA	94612 94542 94607 94104	Y N Y Y Y Y N N Y	0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco 58 Korean Center Inc.	Strasburg Head Lim Job Center	Stephanee Sylvia Amos	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org jvs.org/for-employers/	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400 1362 Post Street	Oakland Hayward Chico Oakland San Francisco San Francisco	CA CA CA CA CA CA	94612 94542 94607	Y N Y Y Y N N N Y Y Y	0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco	Strasburg Head Lim Job Center Ruggles	Sylvia Amos Dylan Young	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400	Oakland Hayward Chico Oakland San Francisco	CA CA CA CA CA CA	94612 94542 94607 94104 94109 94110	Y N Y Y Y N N N Y Y Y Y Y	0 0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco 58 Korean Center Inc. 59 Media Alliance	Strasburg Head Lim Job Center Ruggles Park	Sylvia Amos Dylan Young	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org jvs.org/for-employers/	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400 1362 Post Street 2830 20th Street #201	Oakland Hayward Chico Oakland San Francisco San Francisco San Francisco	CA CA CA CA CA CA	94612 94542 94607 94104 94109 94110	Y	0 0 0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco 58 Korean Center Inc. 59 Media Alliance 60 National University	Head Lim Job Center Ruggles Park Career Center	Sylvia Amos Dylan Young Assistant	w sphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org jvs.org/for-employers/	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400 1362 Post Street 2830 20th Street #201 9388 Lightwave Ave.	Oakland Hayward Chico Oakland San Francisco San Francisco San Francisco San Diego	CA CA CA CA CA CA CA	94612 94542 94607 94104 94109 94110 92123	Y N Y Y Y N N Y Y Y N N	0 0 0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco 58 Korean Center Inc. 59 Media Alliance 60 National University 61 New Ways Workers	Head Lim Job Center Ruggles Park Career Center Duong	Sylvia Amos Dylan Young Assistant Scott	wsphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org jvs.org/for-employers/ media-alliance.org/job-file/post-an-available-job/	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400 1362 Post Street 2830 20th Street #201 9388 Lightwave Ave. 2012 Pine Street	Oakland Hayward Chico Oakland San Francisco San Francisco San Francisco San Diego San Francisco	MI CA	94612 94542 94607 94104 94109 94110 92123 94115	Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	0 0 0 0 0 0 0 0 0 0 0
47 Sphinx Music Organization 48 Word of Mouth/Personal Contacts 49 Asian Business League of SF 50 Asian Immigrant Women Advocates 51 Asian Women's Resources 52 Bay Area Black Journalists Association 53 Cal State East Bay 54 California State University, Chico 55 Chinese for Affirmative Action 56 Filipinos Advocates for Justice 57 JVS San Francisco 58 Korean Center Inc. 59 Media Alliance 60 National University 61 New Ways Workers	Head Lim Job Center Ruggles Park Career Center Duong	Sylvia Amos Dylan Young Assistant Scott	wsphinxmusic.org/job-postings/ info@ablsf.org info@aiwa.org awrcgloria@pacbell.net babja1982@gmail.com csueastbay.edu/aace/employers.html kaadams@csuchico.edu ejteam@caasf.org filipinos4action.org jvs.org/for-employers/ media-alliance.org/job-file/post-an-available-job/	350 Spelman Lane SW Box #10 2200 Hunt Street, Suite 461 1714 Franklin St. #100-260 25800 Carlos Bee Blvd. SA #2300 310 8th Street #306 225 Bush Street #400 1362 Post Street 2830 20th Street #201 9388 Lightwave Ave. 2012 Pine Street 125 14th Street	Oakland Hayward Chico Oakland San Francisco San Francisco San Francisco San Diego San Francisco	MI CA	94612 94542 94607 94104 94109 94110 92123 94115	Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y Y	0 0 0 0 0 0 0 0 0 0 0

64 San Francisco Hispanic Chamber of Comme	rce		info@hccsf.com					Υ	0
65 San Francisco Human Services Agency	Jobs Now progr	ram	hsa.jobsnow@sfgov.org	1800 Oakdale Avenue, 1st Floor	San Francisco	CA	94124	Ν	0
66 San Francisco State University-Career Cente	r		recruit@sfsu.edu		San Francisco	CA		Ν	0
67 San Francisco State University-Journalism D	wehrer	Amber	jour@sfsu.edu		San Francisco	CA		Υ	0
68 Santa Clara University			scu.joinhandshake.com/login	500 El Camino Real	Santa Clara	CA	95053	Ν	0
			sjsu.edu/careercenter/employers/post-						
69 San Jose State University	Career Center		opportunities.php	One Washington Square	San Jose	CA	95192	Ν	0
70 Sonoma State University	Career Center		app.joinhandshake.com	1801 E. Cotati Avenue	Rohnert Park	CA	94928	Ν	0
71 Southeast Asian Community Center	Phan	Dora		875 O'Farrell Street	San Francisco	CA	94109	Υ	0
72 Spanish Speaking Citizens Foundation	Contreras	Alicia	acontreras@sscf.org	1470 Fruitvale Ave.	Oakland	CA	94601	Υ	0
73 St. Mary's College of CA	Career Services	5	stmarys-ca.joinhandshake.com	PO Box 3421	Moraga	CA	94575	Ν	0
74 The Women's Building			tania@womensbuilding.org	3543 18th St #8	San Francisco	CA	94110	Υ	0
75 UC Berkeley	Career Center		joinhandshake.com/employers/request-more-info/		Berkeley	CA		Υ	0
76 Women's Economic Agenda Project			weap@weap.org					Υ	0
77 YWCA of San Francisco	Gundersheim	Bette	gretchen@ywcasf-marin.org	940 Powell Street, # 101	San Francisco	CA	94108	Υ	0
							Total		29

KUSC(FM), KPSC(FM), KESC(FM), KDB(FM), KDSC(FM)

EEO PUBLIC FILE REPORT – LA SEU

August 1, 2021 --> July 31, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	In November 2021, all SEU managers took a USC-sponsored online course focused on the prevention of sexual harassment in the workplace. Among other topics, the course defined sexual harassment and discussed the importance of a harassment-free workplace.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The SEU continued its efforts begun last year on a substantial staff journey focusing on Diversity, Equity, Inclusion, & Belonging. Two all-staff working sessions were held with external facilitators. In addition, several learning webinars and seminars were offered. The goal was to develop and apply a set of DEIB competencies that reflect good Diversity Management.

		A DEIB Task Force was also initiated this year,
		comprised of representatives from each department, advising the President/General Manager on DEIB matters.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 22, 2022, the SEU's Director of Compliance, Bill Kappelman, held an hour long EEO seminar attended by all hiring station managers, the leadership team, and the DEIB Task Force.
		This was a self-assessment exercise focusing on what worked and what did not in terms of productive outreach efforts.
		A variety of topics and methodologies for ensuring equal employment opportunity, as well as ways to comply with FCC EEO regulations were presented.
		A vigorous group discussion was then held amongst this group, taking a serious look at ways to improve our outreach efforts to Community Groups for each of our job vacancies.
4	Participate in a job or career fair	On March 29, 2022, several upper-level managers with hiring authority participated in the <u>Current Virtual Career Fair</u> sponsored by <u>Current</u> , the public media trade magazine.
		All done virtually ,the managers "chatted" with prospective job applicantsthrough the job fair platform's chat feature – and answered any questions the job seekers had.

	Managers were also able to review resumes that had been uploaded through the <i>Fair</i> portal.
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