

EEO PUBLIC FILE REPORT // SF SEU

August 1, 2025 - July 31, 2026

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
No Job Vacancies This Reporting Period		

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	The <i>Director of Major Giving</i> mentored the SEU's <i>SF Senior Development Officer</i> this past year. They meet weekly to review strategy, tasks, challenges, and evaluated opportunities for major gift giving to the station. This mentorship provided training on the skills necessary to obtain higher-level positions in the broadcast industry.
2	<u>Provide training</u> to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Commencing in the Fall of 2025, all SEU hiring managers were assigned to take the annual USC-sponsored online course focused on the prevention of workplace violence, including sexual harassment in the workplace. Among other topics, the importance of maintaining a harassment-free workplace.

3	<u>Provide training</u> to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On July 16, 2026, 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. 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.
4	Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting	On February 12, 2026, the <i>SEU's Associate Director of User Journey</i> gave a tour to 25 students from the San Francisco Schoolhouse running through some radio production basics. Staff coached the students on Voice-Overs, reading scripts and then recording their voices.