

KSOL(FM), San Francisco, CA
KSQL(FM), Santa Cruz, CA
KVVF(FM), Santa Clara, CA
KVVZ(FM), San Rafael, CA
KBRG(FM), San Jose, CA

FCC Form 396
Narrative Statement Regarding EEO Outreach

During the license term, the KSOL(FM)/KSQL(FM)/KVVF(FM)/KVVZ(FM)/KBRG(FM) employment unit (the “employment unit”) undertook a number of measures to achieve broad and inclusive outreach in connection with specific station employment opportunities and to disseminate information about broadcasting employment opportunities in general throughout the community that it serves.

As reflected in the two attached Annual EEO Public File Reports, the employment unit notifies a wide assortment of recruitment sources to widely disseminate notice of full-time job vacancies to qualified applicants. For example, the employment unit posts notifications of all full-time vacancies on its website and to Internet job banks targeted to individuals seeking broadcast employment, such as the National Asian American Telecommunications Association and the Bay Area Black Journalists Association. To broaden outreach even further, the employment unit routinely notifies organizations designed to reach women and minorities, including, for example, the Hispanic Chamber of Marin, Hispanic Chamber of Commerce Silicon Valley and National Association of Hispanic Journalists. The employment unit also advertises job vacancies by contacting regional academic institutions, such as College of San Mateo, Mission Language Vocational Center, UC Santa Cruz, University of San Francisco, Chabot College, City College of San Francisco, College of Marin, Skyline College, and Cal Poly San Luis Obispo. During the 2019- 2020 and the 2020-2021 reporting periods, the employment unit broadly publicized the numerous vacancies filled through these and other measures.

In addition, the employment unit engages in supplemental outreach activities that help provide information to the public about opportunities in broadcasting in general. These efforts include participation in career and job fairs by station personnel who have substantial responsibility in making hiring decisions. For example, on November 13, 2019, in the Career Day for Jefferson High School hosted at Univision building, on February 5, 2020, students from Leadership Public School were hosted at Univision building to learn about careers in media industry, on February 21-22, 2020, in a Robotics Workshop in partnership with First Quixilver Robotics team from Leland High School, on November 14, 2020, in the Introduction to Coding Virtual Class also in partnership with First Quixilver Robotics team from Leland High School, on January 22, 2021, in the Virtual Career Day at Oceana High School, and on March 4, 2021, in the Latina Coalition Power Hour.

The employment unit also participated in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. For example, from March to September 2020 the employment unit hosted one intern through the CZI Justice Fellowship which is for Latino adults who have been impacted by the criminal justice system.