

KFIV, KJSN, KMRQ, KOSO, KQOD, KWSX
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016¹

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
Outside Account Executive	3, 5, 7, 9-11	10
Account Executive	3, 5-6, 10	10
Talk Show Host	3, 5-6	6
Account Executive	1, 3-5, 8	4
Account Executive	1, 3-5, 8	4
On Air Host	1, 3, 5, 10	10

¹ This Report was revised in April 2017 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
2	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	0
3	Direct Employers (<i>association distributing job postings to state workforce agencies throughout the US and diversity oriented job boards</i>) 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Manual Posting	N	0
4	Employee Referral	N	4
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
6	Indeed.com	N	2
7	Linked In (<i>not directly contacted by SEU</i>)	N	1
8	On-Air Announcements (One or More SEU Stations) 2121 Lancey Dr Modesto, California 95355 Url : www.koso92.9.com Career Services Manual Posting	N	0
9	WilsonHCG 400 N. Ashley Dr. #3000 Tampa , Florida 33602	N	6
10	Word of Mouth Referral	N	3
11	Job Fairs (<i>as described in Section III of 2015 Report</i>)	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Various/ throughout reporting period	Provision of training to personnel of unaffiliated non-profit organizations	Our VP Regional Market Manager is on the board of a temporary shelter for men and women run by a non-profit organization in the community. Our VP Regional Market Manager regularly attends meetings of the non-profit at which he discusses the skills needed to obtain a job in broadcasting and how the shelter can assist its residents in obtaining those skills in order to work in the field.	1	Market President
2	9/17/2015	Participation in events sponsored by community groups	Our SEU hosted a station tour for a Boy Scouts of America troop and their leaders. The troop was given a "behind the scenes" glimpse of what it's like to work in radio and participated in a question and answer session with SEU staff in which they had the opportunity to ask questions about careers in broadcasting.	1	Business Manager
3	6/13/2016	Participation in events sponsored by community groups	Our SEU hosted a station tour group from Smile Farms Community Bridge Builders, an organization that works to create jobs for adults with developmental disabilities. The group was given a "behind the scenes" glimpse of what it's like to work in radio and had an opportunity to ask questions about careers in broadcasting.	1	VP Sales