

**KBFP, KBFP-FM, KDFO, KHTY, KRAB**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**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	1-5, 7-11, 13-15, 17-19, 21-25, 27-35, 37-60, 62-66	63
Account Executive	1-11, 13-15, 17-19, 21-25, 27-34, 36- 39, 41-43, 45-47, 49-52, 54-56, 58-66	36
SPANISH On-Air Talent	1-11, 13-19, 21-25, 27-35, 37-39, 41- 43, 45-47, 49-52, 54-56, 58-60, 62, 64- 66	35
Outside Account Executive	1-2, 4-15, 17-34, 37-39, 41, 43, 45-47, 49-52, 54, 56, 58-60, 62, 64-66	38

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	Y	0
2	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Url : http://minoritychambers.com Email : blackchamber@usa.net Fax : 1-503-460-6450 Roy Jay	N	0
3	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
4	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
5	American River College-Journalism Dept. 4700 College Oak Drive Sacramento, California Phone : 916-484-8535 or 916-484-8 Url : www.losrios.edu Carol Hartman Manual Posting	N	0

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6	Ariba Juntos 1850 Mission Street San Francisco, California 94103 Phone : 415-487-3240 Email : nmembreno@arribajuntos.org Fax : 1-415-863-9314 Noemy Membreno	N	0
7	Army Community service General Stilwell Community center Bldg 4260 on OMC Seaside, California 93955 Phone : 831-242-4652 Url : <a href="http://www.monteery.army.mil/acs/index.html">http://www.monteery.army.mil/acs/index.html</a> Email : kevin.ann.moore@us.army.mil Fax : 1-831-242-7662 Kevin Moore	N	0
8	Asian American Journalist Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Email : national@aaja.org Fax : 1-415-346-6343 Albert Lee	N	0
9	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Url : <a href="http://awcsb.org/">http://awcsb.org/</a> Email : awcsb@hotmail.com Career Services	N	0
10	Bakersfield Adult School 501 S. Mt. Vernon Bakersfield, California 93307 Phone : (661) 835-1855 Url : <a href="http://www.khsd.k12.ca.us/bas/">http://www.khsd.k12.ca.us/bas/</a> Email : gena_lieske@khsd.k12.ca.us Fax : 1-661-835-9612 Gena Lieske	Y	0

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11	Bakersfield College - Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4659 Url : www.bc.cc.ca.us/ Email : dcrawfor@bakersfieldcollege.edu Denise Crawford	N	0
12	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
13	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
14	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0
15	BECA/San Francisco State University 1600 Holloway Ave San Francisco, California 94132 Phone : 415-338-1787 Email : beca@sfsu.edu Angela Dornbusch	N	0
16	Burbank Employment Student Training (BEST) Burbank City Hall 275 East Olive Ave Burbank, California 91502 Phone : 818-238-5021 Url : www.ci.burbank.ca.us Email : rmola@ci.burbank.ca.us Fax : 1-818-238-5199 Ramon Mola	N	0

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17	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
18	Butte Calworks Post Office Box 1649 Oroville, California 95965 Phone : 530-538-6918 Email : kmackell@buttecounty.net Fax : 1-530-538-6918 Ken Mackell	N	0
19	Butte Community College 3536 Butte Campus Drive Oroville, California 95965 Phone : 530-895-2334 Email : speedKE@butte.edu Fax : 1-530-895-2530 Ken Speed	N	0
20	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csu Hayward.edu Dana Sawka	N	0
21	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
22	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : <a href="http://www.cabroadcasters.org/jobbank.htm">www.cabroadcasters.org/jobbank.htm</a> Fax : 1-916-444-2043 Stan Statham	N	0

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23	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
24	California State University Fresno Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	N	0
25	California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece Email : career@scub.edu Fax : 1-661-654-3345 CSUB CECE	N	0
26	Call In	N	1
27	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : kkenoyer@placer.ca.gov Fax : 1-530-886-4509 Katie Kenoyer	N	0
28	Career Planning & Placement 9001 Stockdale Highway Bakersfield, California 93311 Phone : 661-664-3033 Email : career@csub.edu Bill Perry	N	0

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29	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
30	Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-2000 Url : www.fresno.edu Email : alicia.andrade@fresno.edu Fax : 1-559-453-7147 Alicia Andrade	N	0
31	Career Services Center/California Employment Development Dept. 1600 E Belle Terrace Bakersfield, California 93307 Phone : 661-635-2660 Url : www.careerservicescenter.com Email : David.Alanis@edd.ca.gov Fax : 1-661-833-2267 David Alanis	Y	1
32	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	N	0
33	Community Action Partnership of Kern 300 19th Street Bakersfield, California 93301 Phone : (661) 336-5236 Url : www.capk.org Fax : 1-661-322-2237 HR Department	N	0

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34	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrcfb@foothill.net Fax : 1-916-783-4013 Job Coordinator	N	0
35	Employee Referral	N	3
36	Glassdoor-Not directly contacted by SEU online Bakersfield, California online online	N	1
37	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
38	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
39	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : <a href="http://www.inallianceinc.com">www.inallianceinc.com</a> Email : <a href="mailto:info@inalliance.com">info@inalliance.com</a> Fax : 1-916-381-9026 Job Developer	N	0
40	Indeed.com - Not Directly Contacted by SEU	N	3



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41	Independent Living Center of Kern County 1631 30th Street Bakersfield, California 93301 Phone : 661-325-1063 Url : www.ilcofkerncounty.org Email : info@ilcofkerncounty.org Fax : 1-661-325-6702 James Kulzer	N	0
42	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
43	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
44	Job Fair (See Section III)	N	1
45	Job Journal 3050 Fite Circle Suite 100 Sacramento, California 95827 Phone : 916-925-0800 x310 John Nelson Manual Posting	N	0
46	Kern County Hispanic Chamber of Comm. 231 H Street Bakersfield, California 93304 Phone : (661) 633-5495 Url : www.kernhispanicchamber.org Email : officeadmin@kchcc.org Fax : 1-661-633-5499 Sylvia Picazo	N	0
47	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
48	Linked In	N	1

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49	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
50	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0
51	On-Air Announcements (one or more SEU stations) 1100 Mohawk Street Suite#280 Bakersfield , California 93309 Phone : 661-322-9929 Email : ireneestrada@iheartmedia.com Irene Estrada	N	1
52	Placement Pros 1601 New Stine Rd., Ste. 135 Bakersfield, California 93309 Phone : 661-832-1900 Fax : 1-661-835-0188 Job Placement	N	0
53	San Francisco Chamber of Commerce 235 Montgomery 12th Floor San Francisco, California 94104 Phone : 415-433-3565 Email : jbeachusms@pobox.com Janet Beach	N	0
54	San Joaquin Valley College 201 New Stine Road # 200 Bakersfield , California 93309 Phone : 661-834-0126 Email : ShelleyM@sjvc.edu Shelley McKinzie	Y	0

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55	Santa Rosa Junior College - Student Employment 1501 Mendocino Ave Santa Rosa, California 95401 Phone : 707-527-4476 Email : sturnbill@santarosa.edu Fax : 1-707-524-1702 Shirley Turnbill	N	0
56	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
57	Station Website Recruitment (one or more SEU stations) 1100 Mohawk Street # 280 Bakersfield, California 93309 Phone : 661-322-9932 Email : adlaiwilson@iheartmedia.com Adlai Wilson	N	1
58	The Art Institute of California-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 412.995.7685 Fax : 1-408-962-6498 Devra Pransky	N	0
59	University of Cal, Santa Barbara Career Services Bldg Room 599 Santa Barbara, California 93106 Phone : 805-893-4412 Fax : 1-805-893-8023 Michael Kemp	N	0
60	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
61	Walk In/Self-Referral	N	1

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62	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wcicinc@sbcglobal.net Fax : 1-916-457-0109 Charles Coger	N	0
63	Word of Mouth Referral	N	2
64	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : irodriguez@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	N	0
65	www.monster.com 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Fax : 1-402-472-8675 Brendan McCauley	N	0
66	Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/29/2016	Participation in events sponsored by community groups	On September 29, 2016, our Finance Manager and Sales Coordinator attended the Bakersfield Women's Business Conference at the Rabobank Arena. The day-long conference provides participants with the opportunity to attend numerous break-out sessions and lectures focusing on issues of particular interest to working women. At the event, our Regional Finance Lead set-up a table and distributed information about our SEU. She also solicited resumes and discussed career opportunities available at our stations with interested conference attendees.	2	Finance Manager Sales Coordinator
2	2/1/2017	Participation in scholarship programs	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing employees of member stations attending college classes beneficial to their broadcasting career, an opportunity to achieve an advanced degree with \$1,000. Our general manager serves as a board member to the Association and, as such, reviewed applications for the 2017-2018 scholarship. Our SEU also posted scholarship applications at our facilities.	1	Market President
3	4/19/2017	Participation in Job Fairs	On April 19, 2017, our Sales Coordinator & Promotion Manager attended Honor a Hero, Hire a Vet at Bakersfield Marriott. At the event, our company representatives set-up a table and distributed information about our SEU. They also discussed career opportunities available at our stations with interested conference attendees.	2	Promotion Director Sales Coordinator
4	4/26/2017	Participation in Job Fairs	On April 26, 2017, our Sales Coordinator & Promotion Manager attended Career Day at Bakersfield College. At the event, our company representatives set-up a table and distributed information about our SEU. They also discussed career opportunities available at our stations with interested conference attendees.	2	Promotion Director Sales Coordinator

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5	7/18/2017	Provision of training to management	Our Market Manager completed an online training course provided by iHeartMedia Human Resources Department entitled, "AB 1825: CA Sexual Harassment Training for Supervisors." This 2 hour course discussed federal and state anti-discrimination laws as well as company policies prohibiting sexual harassment and used real-life examples to provide practical guidance on how to recognize and prevent it.	1	Market Manager
6	7/20/2017	Participation in events sponsored by community groups	We hosted an open house for the Downtown Business Association on July 20, 2017. The Downtown Business Association is dedicated to improving business relations in the downtown area for Bakersfield. At this event, along with entertainment, silent auctions...etc. we had our Promotions Director on site handing out applications and briefly interviewing candidates for our open Promotions assistant positions.	2	Promotions Director Sales Coordinator