

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD
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	1-3, 5-8, 10-17, 19, 22-25, 30-31, 33, 35-38	25
Digital Program Director	1-8, 10-17, 19, 22-24, 27-31, 33, 35-38, 40	27
Morning Show Producer	1-8, 10-17, 19, 22-25, 28, 30-31, 33, 35 -38	24
Assistant Studio Engineer	1-8, 10-17, 19, 22-25, 28-31, 33, 35-38	25
Sales Coordinator	1-8, 10-15, 17, 19, 22-24, 27-28, 30-31, 33, 35-38	27
Sales Coordinator	1-8, 10-15, 17, 19, 22-24, 27-28, 30-31, 33, 35-38, 40	27
Studio Engineering Manager	1-19, 22-24, 28, 30-31, 33-38	18
Executive Assistant to Market President	1-17, 19, 22-25, 28, 30-31, 33-39	25
Front Desk Reception	1-17, 19, 22-26, 28, 30-31, 33-38, 40	40
Bilingual Sales Coordinator	1-17, 19, 22-24, 28, 30-31, 34-38, 40	40
Outside Account Executive	1-17, 19, 21-24, 28, 30-31, 34-38, 40	40
Outside Account Executive	1, 3-17, 19, 22-24, 28, 30-31, 34-36, 38	24
General Sales Manager	1-17, 19, 22-24, 28, 30-31, 34-36, 38, 40	40
Digital Program Director	20	20
Digital Campaign Manager	1-3, 5-14, 16-19, 22-26, 29-30, 34, 36, 38	18
VP Integrated Media	10, 20, 23-24, 29	20

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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	14Th Annual Latina Business Workshop Conference 7500 West Lane S 111 Stockton, California 95207 Phone : 209-468-3500 Fax : 1-209-228-2991 Daryl Fitzgerald	N	0
2	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	N	0
3	All Access 28955 Pacific Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 General Url : http://www.allaccess.com Email : pcolbert@allaccess.com Paul Colbert	N	0
4	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
5	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : National@aaja.org KATHY CHOW	N	0
6	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

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7	Bay Area STAR 900 Front Street KGO-TV-900 San Francisco, California 94111 Phone : 408-249-7682 Url : http://www.bayareastar.org Email : info@bayareastar.org Kari Yost	N	0
8	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
9	CA Chicano News Media Assoc 725 Arizona Ave., Suite 206 Santa Monica, California 90401-1734 Phone : NA Email : ccnmainfo@ccnma.org Fax : 1-424-238-0271 EEO Officer	N	0
10	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
11	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
12	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0

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13	Chinese for Affirmative Action 17 Walter U. Lum Place San Francisco, California 94108 Phone : 415-274-6760 xt. 305 Email : lchyi@caasf.org Leo Chyi	N	0
14	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
15	CRAIGSLIST 1381 9TH Ave San Francisco, California 94122 Phone : 415-566-6394 Ext 115 Url : http://sfbay.craigslist.org/ Fax : 1-415-504-6394 Clint Powell Manual Posting	N	0
16	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
17	Department of Rehabilitation 1234 Indiana Street San Francisco, California 94107 Phone : 415-282-9675 ext 212 Email : kbituin@hire-ability.org Fax : 1-415-920-6877 Karis Bituin	Y	0
18	Employee Referral	N	2

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19	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : http://www.edd.ca.gov/ Email : sfjobs@edd.ca.gov Tom Swinnerton	Y	0
20	Exigent Circumstances	N	2
21	Former Employee	N	1
22	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : www.helixopp.com Email : dfazio@helixopp.com David Fazio	Y	0
23	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
24	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	4
25	Indeed.com - Not Directly Contacted by SEU	N	8
26	Internal Posting	N	2
27	Internal Transfer/Promotion	N	3
28	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
29	LinkedIn / Word of Mouth	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Monster 5 Clock Tower Place Ste #500 Maynard, Massachusetts 01754 Phone : 480-567-3578 Url : Monster.com Fax : 1-978-461-8100 Calvin Tabata Manual Posting	N	0
31	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : http://broadcastcareerlink.nabef.org/hr/jobs/ Michelle Duke Manual Posting	N	0
32	Re-hire	N	0
33	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102313986 Email : quenlind@rubiconprograms.org Quen Davis	Y ¹	0
34	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Email : daniel.newell@sjsu.edu Fax : 1-408-924-6099 Daniel Newell	N	0
35	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Indiana 46260 Scott Jones Manual Posting	N	0
36	Station Website (One or more SEU Stations) 340 Townsend Street San Francisco, California 94107 Phone : 415-247-4359 Email : MichelleLin@iheartmedia.com Michelle Lin	N	0

¹ Due to changed contact information and/or email delivery failure, this source did not receive certain notifications.

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37	The Art Institute of California-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 412.995.7685 Email : aharrell@aii.edu Fax : 1-408-962-6498 Amanda Harrell	Y ²	0
38	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5614 Email : benjaminb@sfcenter.org Benjamin Bustamante	Y	0
39	Unknown (source not adequately identified upon inquiry by SEU)	N	1
40	Word of Mouth Referral	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

² Due to changed contact information and/or email delivery failure, this source did not receive certain notifications.

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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	10/26/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for Life Learning Academy.	3	On-Air Talent On-Air Talent On-Air Talent
2	11/2/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for SFUSD-Civic Center Secondary School.	4	On-Air Talent On-Air Talent Promotion Events Support On-Air Talent
3	11/30/2016	Participation in events or programs sponsored by educational institutions	Our station personnel spoke with students from BayCAT who were interested in careers in Broadcasting, where they explained how they obtained their current position. Students asked questions about all positions in the Broadcasting Media industry	1	On-Air Talent
4	12/7/2016	Participation in events sponsored by community groups	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for Youth Radio.	4	On-Air Talent On-Air Talent Promotion Events Mgmt Programming Production Support
5	12/20/2016	Participation in events sponsored by community groups	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for Pathways for Kids.	4	Program Director On-Air Talent DJ-Announcer On-Air Talent
6	1/26/2017	Participation in Job Fairs	Our SEU participated in the Diversity Career Fair in San Francisco, CA. Station participants included operations management and sales support, who discussed careers in radio with attendees, and handed out iHeartMedia information packets.	2	Sales Support Manager Traffic Operations

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/10/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for Saint Mary's High School Media Club	4	Sales Mgmt Program Director On-Air Talent Creative Production Designer
8	3/22/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for Riordan High School DJ Club.	4	On-Air Talent On-Air Talent Sales Mgmt DJ-Announcer
9	3/29/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for Newark High School Media Communications Academy.They did a Q&A Session with On Air Talent.	4	DJ-Announcer On-Air Talent On-Air Talent Sales Support
10	4/12/2017	Participation in Job Fairs	Our SEU participated in the BayCat Career Fair in San Francisco, CA. Station participants included On- Air Talent, who discussed careers in radio with attendees.	1	On-Air Talent
11	5/17/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production,marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for the Skyline High School Career Exploration Program.	9	Sales Mgmt Engineering Mgmt Production Support On-Air Talent

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12	5/18/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour through our studios and offices to meet members of our staff. Students were able to see live studios, learn about production, marketing/sales, event coordination and digital media, with a behind the scenes tour of the VIP Lounge for the Academy of Art Media Program	7	Sales Mgmt On-Air Talent On- Air Talent
13	5/25/2017	Participation in Job Fairs	Our SEU participated in the Bay Area's Diversity Employment Career Fair in San Francisco, CA. Station participants included On- Air Talent and Director of Engineering, who discussed employment opportunities and handed out iHeartMedia information packets.	2	On-Air Talent Engineering Mgmt