

KBEB, KFBK, KFBK-FM, KHYL, KQJK², KSTE**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
KBEB Mid-day Personality	1-3, 6, 11-12, 14-17, 19-21, 23-26, 28-31	19
Radio Director of Engineering	2-3, 6, 11-12, 15-17, 20, 23-31	16
Sales Assistant	2, 4, 6-7, 11-13, 15-17, 20, 24-26, 28, 30-32	7
Promotions Assistant	2-3, 6, 11-12, 15-19, 22, 24-26, 28, 30, 32	19
Creative Production Designer	3, 5-6, 8-9, 11, 15-17, 20, 25, 28, 30-32	9
Account Executive	3, 5-6, 8, 11, 13-17, 20, 25, 28, 30-32	16
SVPP	10	10
Account Executive	3, 5-6, 11, 13-17, 20, 25, 28, 30-32	17
Account Executive	3, 5-6, 11, 13-17, 20, 25, 28, 30-32	28
Account Executive	3, 5-6, 11, 13-17, 20, 25, 28, 30-32	14

¹ This Report includes recruitment activity through July 28, 2016 pursuant to the FCC's grace period policy. It was modified in July 2017 to address reporting issues.

² On April 3, 2017, KQJK changed its call sign to KYRV.

KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE**EEO PUBLIC FILE REPORT****August 1, 2015 - July 28, 2016****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	AllAccess.com 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Joel Denver Manual Posting	N	1
2	Brenda's Employment Opportunities Sacramento, California Phone : (916) 835-7573 Url : https://facebook.com/BrendasEmploymentOpportunitie Email : BNKee608@gmail.com Brenda Kee Prong 2 Ended Date: 1/13/2016	N	0
3	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
4	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0
5	California State University, Sacramento 6000 J Street Sacramento, California 95819 Phone : 916-278-7207 Email : jobs@csus.edu Andrea X	N	0
6	Council of Asian Pacific Islanders for Advocacy and Leadership 5665 Freeport Blvd Suite #2 Sacramento, California 95822 Url : http://www.sactocapital.org Email : sonney.chong@att.net Sonney Chong	N	0

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7	Current Intern	N	1
8	Dept. of Veterans Affairs Vocational Rehab. & Employment Division 10365 Old Placerville Road Sacramento, California Phone : 916-364-6715 Email : joan.giurato@va.gov Fax : 1-916-364-6708 JoAnn Giurato	N	0
9	Employee Referral	N	1
10	Exigent Circumstances	N	1
11	Get Radio Jobs California Url : http://www.getradiojobs.com Jason Peebles Manual Posting	N	0
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	2
13	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8628 Url : http://www.gsul.org Email : info@gsul.org Fax : 1-916-286-8620 Alexis Mathews	N	0
14	HIREvents / Job Journal 3050 Fite Circle, Suite 100 Sacramento, California 95827 Phone : 916.925.0800 ext. 302 Rachel Miles Manual Posting	N	2

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15	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
16	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	3
17	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	6
18	Internal Posting	N	2
19	Internal Transfer/Promotion	N	2
20	Los Rios Community College District 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Fax : 1-916-691-7181 Gary Martin Manual Posting	N	0
21	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
22	Non-Employee Referral	N	1

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23	Non-Employee Referrals 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Email : karenhoffman@iheartmedia.com Karen Hoffman	N	2
24	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
25	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
26	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
27	Society of Broadcast Engineers 9102 N Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-486-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0
28	Station Websites (One or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/a Manual Posting	N	1

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29	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
30	Traffic Directors Guild of America 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : http://www.tgda.org Email : tdga@cox.net Fax : 1-949-429-7083 Larry Keene	N	0
31	TV and Radio Jobs California Url : http://www.tvandradiojobs.com Mike Patrick Manual Posting	N	0
32	Velvet Jobs 1400 N Martel Ave 108 Los Angeles, California 90046 Phone : 800-462-5842 Url : www.velvetjobs.com Velvet Jobs Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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EEO PUBLIC FILE REPORT

August 1, 2015 - July 28, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/18/2015	Participation in Job Fairs	iHeartMedia participated in a HIREvents Job Fair on 8/18/15, and was there with a booth discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions.	4	Executive Assistant Director of Marketing + Activation AM Program Director Promotions Assistant
2	9/10/2015	Participation in events or programs sponsored by educational institutions	iHeartMedia attended the SCC Hip Hop Career Day with a table, tent and music to educate them on the radio/media industry and discuss open employment opportunities with us, as well as collect resumes.	3	Promotions Assistant Promotional Representative Executive Assistant
3	12/8/2015	Participation in Job Fairs	iHeartMedia participated in a HIREvents Job Fair on 12/8/15 at the Masonic Temple Building, and was there with a booth discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions.	4	Executive Assistant Promotions Assistant AM Program Director General Sales Manager
4	4/26/2016	Participation in Job Fairs	iHeartMedia participated in a HIREvents Job Fair on 4/26/16, and was there with a booth at the Masonic Temple Building discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions.	4	Executive Assistant Promotions Assistant General Sales Manager AM Program Director
5	6/21/2016	Participation in Job Fairs	iHeartMedia participated in a HIREvents Job Fair on 6/21/16, and was there with a booth at the Lion's Gate Hotel discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions.	4	Executive Assistant General Sales Manager AM Program Director Business Manager