

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOF

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, 3-10, 12, 14-17, 19-25, 27	25
Outside Account Executive	1-10, 12, 14-27	25
On-Air Talent	1-10, 12, 14-17, 19-24, 26-27	26
On-Air Talent	1-12, 14-17, 19-24, 27	11
Outside Account Executive	2-10, 12, 14-17, 19-24, 27	22
Outside Account Executive	2-10, 12, 14-17, 19-24, 27	22
Spanish Language Morning Show Co-Host/Producer	13	13

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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	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
2	All Access Music Group 28955 Pacific Coast Highway ste 210 Malibu, California 90265 Phone : 310 457-6616 Url : www.allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	Army Community service General Stilwell Community center Bldg 4260 on OMC Seaside, California 93955 Phone : 831-242-4652 Url : http://www.monteery.army.mil/acs/index.html Email : kevin.ann.moore@us.army.mil Fax : 1-831-242-7662 Kevin Moore	N	0
4	Asian American Journalist Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org Email : national@aaja.org Fax : 1-415-346-6343 Albert Lee	N	0
5	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	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
7	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
8	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
9	Central California Hispanic Chamber of Commerce 2331 Fresno St Fresno, California 93721 Phone : 559 495-4817 Fax : 1-559-495-4811 Lorena Martinez	N	0
10	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0
11	Current Employee - Transfer/Promotion	N	1
12	El Conciliar Emigration Project 1532 Fresno St Fresno, California 93706 Phone : 559 485-3951 Fax : 1-559-485-3951 Career Services	N	0
13	Exigent Circumstances	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Fresno Area Hispanic Chamber of Commerce 1456 W Shaw Ave Fresno, California 93711 Phone : 559 222-8705 Fax : 1-559-222-8706 Career Services	N	0
15	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Fax : 1-559-263-1187 Frances Rodriguez	N	0
16	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
17	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
18	Indeed.com	N	1
19	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	0
20	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person	N	0
22	On-Air Announcements (One or more SEU stations) 83 E Shaw Ave Ste 150 Fresno, California 93710 Phone : 559-230-4341 Email : Janashilow@iheartmedia.com Jana Shilow	N	3
23	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
24	Station Website (one or more SEU stations) 83 E Shaw Ave Ste 150 Fresno, California 93710 Phone : 559-230-4300 Email : Stacydodson@iheartmedia.com Stacy Dodson	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	2
26	Walk In/Self-Referral	N	2
27	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	8/17/2016	Participation in job banks, internet programs and other programs designed to promote outreach	During the reporting period, our SEU ran on-air campaigns across all our station to promote awareness of, and access to, local employment opportunities, including opportunities in broadcasting. The campaign directed listeners to regionalhelpwanted.com, a website dedicated to providing local job listings across a variety of fields.	8	Regional GM
2	1/11/2017	Participation in events or programs sponsored by educational institutions	Our Promotions Director gave a station tour to high school students from Roosevelt High School. Participants were able to see our entire facility and interact with radio personalities. A Q&A session followed the tour in which the students had the opportunity to ask questions about careers in broadcasting.	1	On-Air Personality Promotions Director
3	4/20/2017	Participation in events or programs sponsored by educational institutions	Our Promotions Director gave a station tour to students enrolled in Fresno State's Radio Television Digital program. Participants were able to see our entire facility and interact with radio personalities. A Q&A session followed the tour in which the students had the opportunity to ask questions about careers in broadcasting.	8	On-Air Personality Promotions Director On-Air Personality On- Air Personality
4	7/25/2017	Provision of training to management	Our VP of Sales completed a webinar presented by the Society for Human Resources Management focused on updating employment handbooks and harassment training with an emphasis on the LGBT workforce.	1	VP of Sales
5	7/26/2017	Provision of training to management	Our Program Director attended a webinar presented by the Society for Human Resources Management discussing guidelines issued by the EEOC's Task Work on Harassment in the Workplace on avoiding workplace harassment and discrimination.	1	Program Director