

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOF**EEO PUBLIC FILE REPORT****August 1, 2015 - July 28, 2016****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
Account Executive	1-13, 15-20, 22-23, 25-32, 36-41, 43-44	19
Online Content Coordinator	1, 3-4, 6, 8-9, 11-16, 18-19, 23, 26-27, 34, 39, 42, 44	14
Outside Account Executive	1, 3-4, 6-9, 11-16, 18-19, 21, 23, 26-27, 33-35, 39, 42, 44	33
National Sales Assistant	1, 3-4, 6-9, 11-13, 15-16, 18-19, 21, 23- 24, 26, 33-34, 39, 42, 44	24

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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	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
6	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
7	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
8	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
9	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
10	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
11	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
12	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0

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13	El Conciliar Emigration Project 1532 Fresno St Fresno, California 93706 Phone : 559 485-3951 Fax : 1-559-485-3951 Career Services	N	0
14	Employee Referral	N	2
15	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
16	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Fax : 1-559-263-1187 Frances Rodriguez	N	0
17	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
18	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	2
19	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	1

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20	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
21	Indeed.com	N	2
22	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
23	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	0
24	Linked In	N	1
25	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
26	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0
27	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person	N	0

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28	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
29	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
30	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
31	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljia.org Fax : 1-202-588-1818 Career Services	N	0
32	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
33	Non-Employee Referral	N	2
34	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	0
35	Other Source	N	1

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36	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
37	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
38	Recruit.net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
39	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
40	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
41	Society of Hispanic Professional Engineers 5400 E. Olympic Blvd., Suite 210 Los Angeles, California 90022 Phone : (323) 725-3970 Url : www.shpe.org Director of Placement	N	0

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42	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
43	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
44	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:			11

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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	10/13/2015	Participation in events or programs sponsored by educational institutions	Food Insecurity Meeting with President Castro - CSUF Food pantry. Food security project is a multi-initiative program to support students who may be experiencing food insecurity or other challenges that might inhibit their academics success at Fresno State. The initiatives were created to reach out to students in varying levels of food insecurity, as well as provide students with resources available to them both on and off campus.	1	Regional Manager

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2	10/21/2015	Participation in events sponsored by community groups	<p>"A Hundred Habitat for Humanity abitat for Humanity International was founded in 1976 by Millard and Linda Fuller. Today, Habitat for Humanity is a true world leader in addressing the issues of poverty housing. Since 1976, we have built or repaired over 1 million homes, serving more than 5 million people worldwide. As a Christian organization, we aim to share the love of Jesus with everyone we encounter irrespective of race, class, gender, or religion.Habitat for Humanity Fresno County does not build houses FOR families; we facilitate a partnership among families who demonstrate need, the ability to pay the mortgage, and a willingness to partner in the construction of their home. This partnership also engages community supporters who join the families in the home building process and provide both financial and in-kind support for building supplies and materials.</p> <p>Homeowners invest hundreds of hours of their own labor, or "sweat equity," into building their Habitat house and they pay back a no-profit, no-interest mortgage.</p> <p>Since 1985 Habitat Fresno has built or revitalized over 150 homes. Located in the heart of the heart of the nation, in the San Joaquin Valley, Habitat for Humanity Fresno's success not only impacts local residents but has an impact on the Nation.</p>	1	Reiogional Manager

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3	10/27/2015	Participation in events sponsored by community groups	Assistance League Advisory Board annual meeting .Assistance League of Fresno is an all-volunteer, non-profit organization that puts caring and commitment into action to improve the quality of life for those in need through our philanthropic programs. Vision Assistance League®..... improving lives in every community. Purpose is to act as a friend at any and all times to men, women and children in need of care, guidance and assistance spiritually, materially and physically.	1	Regional Manager
4	4/22/2016	Participation in other activities designed by the station employment unit	Station tour to High School students at Orange Cove; access to facility and all staff including radio personalities. Q&A session to identify any questions and information requests.	4	Promotions Director
5	5/17/2016	Participation in scholarship programs	The event is open to all High School's from any school district. Students transcripts are submitted to the Admissions Office at California State University for evaluation of the students grade point average as if that student was applying for admission to the university.	1	Regional Manager
6	5/18/2016	Participation in events sponsored by community groups	Partnered with Clovis Chamber Commerce; Business to Business event. Opportunity for local businesses to interact and communicate with other business owners, meet new business opportunities and leads.	1	Promotions Director