

KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX**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
Desktop Support Technician	1-14, 16-29, 31-39	7
Account Executive	1-12, 16-39	7
Outside Account Executive	1-6, 8-13, 16-39	12
Morning Show Producer	1-13, 15-29, 31-40	15
On Air Talent	1-6, 8-12, 15-29, 31-39	15
Account Executive	1-12, 16-29, 31-39	7

KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX**EEO PUBLIC FILE REPORT****August 1, 2016 - July 31, 2017****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 & TV Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : www.arbradio.com Email : Doreen@ARBRadio.com Doreen n/a	Y	0
2	AMFM Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	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 Department of Veterans Affairs 8810 Rio San Diego Dr San Diego, California 92108 Phone : (858) 505-6451 Url : www.calvet.ca.gov Email : simon.marquez@calvet.ca.gov Simon Marquez	Y	0
5	Center for Employment Training 4153 Market Street San Diego, California 92102-3500 Phone : 619-233-6829 Url : www.cetweb.org Email : swatchmen@cet2000.org S Watchmen	Y	0
6	Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversitysolutions.us Email : oran@diversitysolutions.us Oran Brown	Y	0

KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX**EEO PUBLIC FILE REPORT****August 1, 2016 - July 31, 2017****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
7	Employee Referral	N	5
8	Goods Entertainment/ VoiceHunter.com California Phone : 800-867-9532 Url : www.goodsentertainment.com/About.htm Email : agoodman@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	Y	0
9	Goodwill Industries of San Diego County 3663 Rosecrans Street San Diego, California 92110 Phone : 619-225-2200 Url : www.sdgoodwill.org Email : babeyta@sdgoodwill.org Fax : 1-619-225-4784 Barbara Abeyta	Y	0
10	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Url : www.collegecentral.com/grossmont Pamela Bengé Manual Posting	N	0
11	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
12	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	2
13	Indeed.com - Not Directly Contacted by SEU	N	4
14	Internal Posting	N	1
15	Internal Transfer/Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Latter Day Saints Employment Service 4722 Mercury Street San Diego, California 92111 Phone : 858-279-2338 Email : wel-ec-sandiego@ldschurch.org Fax : 1-858-279-2527 Ed Womack	Y	0
17	Mediatech University 301 Oceanside Blvd. Oceanside, California 92054 Phone : 760-231-5368 Url : http://www.mediatech.edu Email : scott@mediatech.edu Fax : 1-760-231-1578 Scott Ragotskie	Y	0
18	Miramamar College 10440 Black Mountain Road San Diego, California 92126 Phone : 858-388-7335 Url : http://jobconnect.sdccd.edu Joseph Hankinson Manual Posting	N	0
19	Mt. San Jacinto College 1499 North State Street San Jacinto, California 92583 Phone : 951-639-5258 Url : www.msjc.edu Kristen Burleson Manual Posting	N	0
20	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : www.nhmc.org Email : info@nhmc.org NHMC Job Postings	N	0
21	North Coast Church 1132 N Melrose Drive Vista, California 92083 Phone : 760-724-6700 Url : www.northcoastchurch.com Email : jeanne@northcoastchurch.com Jeanne Bessant	Y	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
22	North County Coastal Career Center 1949 Avenida del Oro, Suite 106 Oceanside, California 92056 Phone : 760-414-3536 Email : hollychilds@workforce.org Holly Childs	N	0
23	Palomar College 1140 West Mission Road San Marcos, California 92069 Phone : 760-744-1150 Url : www.palomar.edu Email : znavarro@palomar.edu Zeb Navarro	Y	0
24	Point Loma Nazarene University Online Job Board 3900 Lomaland Drive San Diego, California 92106 Phone : 619-849-2384 Url : www.pointloma.edu/CareerServices Fax : 1-619-849-2769 Student Employment Manual Posting	N	0
25	Rock Church Work Ministry 2277 Rosecrans Street San Diego, California 92106 Phone : 619-226-7625 Url : www.therock.thejobconnection.org Fax : 1-858-244-0858 Paige Cohen Manual Posting	N	0
26	San Diego Christian College 200 Riverview Parkway Santee, California 92071 Phone : (619) 201-8726 Url : www.sdcc.edu Chontelle Crite Manual Posting	N	0
27	San Diego City College Career Center 1313 12th Avenue San Diego, California 92101 Phone : 619-388-3722 Url : http://jobconnect.sdccd.edu Transfer Center Manual Posting	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
28	San Diego Community College District - WorkAbility III Program 3375 Camino del Rio South Suite 275 San Diego, California 92108 Phone : 619-388-6810 Url : http://worka.sdccd.edu Email : rkrumm@sdccd.edu Fax : 1-619-388-6534 Rusty Krumm	Y	0
29	San Diego County Hispanic Chamber of Commerce P.O. Box 131548 San Diego, California 92170 Phone : 858-268-0790 Url : www.sdchcc.com Email : samya.sdchcc@gmail.com Fax : 1-858-840-6474 Samya France	Y ¹	0
30	San Diego Employment Solutions 10981 San Diego Mission Road, Suite 110 San Diego, California 92108 Phone : 619-521-9569 Url : https://www.mhsinc.org/san-diego-employment-soluti Email : dgomez@mhsinc.org Diana Gomez	Y ¹	0
31	San Diego Mesa College Career Center 7250 Mesa College Drive Career Center I3-202 San Diego, California 92111 Phone : 858-627-2777 Url : http://jobconnect.sdccd.edu Sheri Endicott Manual Posting	N	0
32	San Diego Radio Broadcasters Association San Diego, California Email : cris@sandiegoradio.com Cris Tolley	N	0
33	South Bay Community Services 430 F Street Chula Vista, California 91910 Phone : (619) 420-3620 Url : www.southbaycommunityservices.org Email : msamayoa@csbes.org Monica Samayoa	Y	0

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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	South County Career Center/Rescare 1111 Bay Blvd. Chula Vista, California 91911 Phone : 619-628-0321 Url : http://southsdcareercenter.com Email : paulaceves@workforce.org Paul Aceves	Y	0
35	Southern California Broadcasters Association 5670 Wilshire Blvd., Suite 300 Los Angeles, California 90036 Url : www.scba.com Ellen Dostal Manual Posting	N	0
36	The Union of Pan Asian Communities 5348 University Avenue Suite 101 San Diego, California 92105 Phone : 619-229-6725 Url : www.upacsd.com Email : tnguyen@upacsd.com Fax : 1-619-229-2998 Tri Nguyen	Y	0
37	University of California, San Diego 9500 Gilman Drive La Jolla, California 92093 Phone : 858-534-6710 Url : https://ucsd-csm.symplicity.com Pat JaCoby Manual Posting	N	0
38	University of San Diego 5998 Alcalá Park HC 100 San Diego, California 92110 Phone : 619-260-4654 Url : https://usd-csm.symplicity.com Connie Wilson Manual Posting	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
39	University of Southern California - Annenberg School of Communications 3502 Watt Way ASC 154 Los Angeles, California 90089 Phone : 213-821-1514 Url : www.usc.edu Email : meganh@usc.edu Fax : 1-213-740-8036 Megan Hutaff	N	0
40	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2016	Establishment of training programs for station personnel	Our SEU offered training and mentoring to help a KLSD Promotions Assistant advance in his career. Our Remote Broadcast Technician provided guidance and instruction to learn how to handle broadcast engineer responsibilities at remote location broadcasts. The employee received hands-on experience and shadowed staff to gain new skills to maximize his career development potential. This program included instruction and guidance from the Remote Broadcast Technician in the form of mentor-mentee shadow days during remote station broadcasts. Eventually, the mentee was skilled enough to become the backup remote broadcast technician.	4	Promotions Asst. Remote Broadcast Technician Promotions Director Engineering Manager
2	3/30/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the USD - Torrero Networking Night in San Diego, CA..Station participants included Promotions Director and Finance Manager who had an opportunity to meet, collect resumes, and interview USD student athletes interested in full time career opportunities, part time jobs, and internships. iHeartMedia information packets were handed out to all interested participants.	2	Promotions Manager Finance Manager
3	4/1/2017	Participation in events sponsored by community groups	Participated in the 2017 Girls Empowerment Conference by Girl Force USA. Our KHTS personality spoke to young women in the community about the possibilities within broadcasting and specifically the important role that confidence plays in their career and personal growth.	1	On Air Talent

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4	4/28/2017	Participation in scholarship programs	Our SEU participated in the San Diego Association of Black Journalists 2017 Scholarship Program. One of our SEU On Air Hosts plays a prominent role in interviewing, vetting candidates, and determining the eventual scholarship winners. In addition our SEU contributes financially to the organization. Our SEU On Air Personality is currently serving as President of the organization.	1	On Air Talent

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Morning Show Co-Host - (San Diego, CA)	1-6, 8-14, 16-33, 35-43	25
Account Executive - (San Diego, CA)	1-6, 8-14, 16-24, 26-31, 33-43	13
Account Executive - (San Diego, CA)	1-6, 8-14, 16-24, 26-31, 33-43	13
Account Executive - (San Diego, CA)	1-6, 8-14, 16-24, 26-31, 33-43	13
Account Executive - (San Diego, CA)	1-6, 8-14, 16-24, 26-31, 33-43	13
Sales Coordinator	1-6, 8-24, 26-31, 33-38, 40-43	15
On Air Host	7	7
On Air Host	7	7

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1	Academy of Radio & TV Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : www.arbradio.com Email : Doreen@ARBRadio.com Doreen n/a	Y	0
2	AMFM Jobs/Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	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 Department of Veterans Affairs 8810 Rio San Diego Dr San Diego, California 92108 Phone : (858) 505-6451 Url : www.calvet.ca.gov Email : simon.marquez@calvet.ca.gov Simon Marquez	Y	0
5	Center for Employment Training 4153 Market Street San Diego, California 92102-3500 Phone : 619-233-6829 Url : www.cetweb.org Email : swatchmen@cet2000.org S Watchmen	Y	0
6	Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversitysolutions.us Email : oran@diversitysolutions.us Oran Brown	Y	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	Exigent Circumstances	N	2
8	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
9	Goods Entertainment/ VoiceHunter.com California Phone : 800-867-9532 Url : www.goodsentertainment.com/About.htm Email : agoodman@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	Y	0
10	Goodwill Industries of San Diego County 3663 Rosecrans Street San Diego, California 92110 Phone : 619-225-2200 Url : www.sdgoodwill.org Email : babeyta@sdgoodwill.org Fax : 1-619-225-4784 Barbara Abeyta	Y	0
11	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Url : www.collegecentral.com/grossmont Pamela Bengé Manual Posting	N	0
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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
14	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
15	Indeed.com - Not Directly Contacted by SEU	N	1
16	Latter Day Saints Employment Service 4722 Mercury Street San Diego, California 92111 Phone : 858-279-2338 Email : wel-ec-sandiego@ldschurch.org Fax : 1-858-279-2527 Ed Womack	Y	0
17	Mediatech University 301 Oceanside Blvd. Oceanside, California 92054 Phone : 760-231-5368 Url : http://www.mediatech.edu Email : scott@mediatech.edu Fax : 1-760-231-1578 Scott Ragotskie	Y	0
18	Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 858-388-7335 Url : http://jobconnect.sdccd.edu Joseph Hankinson Manual Posting	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
19	Mt. San Jacinto College 1499 North State Street San Jacinto, California 92583 Phone : 951-639-5258 Url : www.msjc.edu Kristen Burleson Manual Posting	N	0
20	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : www.nhmc.org Email : info@nhmc.org NHMC Job Postings	N	0
21	North Coast Church 1132 N Melrose Drive Vista, California 92083 Phone : 760-724-6700 Url : www.northcoastchurch.com Email : jeanne@northcoastchurch.com Jeanne Bessant	Y	0
22	North County Coastal Career Center 1949 Avenida del Oro, Suite 106 Oceanside, California 92056 Phone : 760-414-3536 Email : hollychilds@workforce.org Holly Childs	N	0
23	Palomar College 1140 West Mission Road San Marcos, California 92069 Phone : 760-744-1150 Url : www.palomar.edu Email : znavarro@palomar.edu Zeb Navarro	Y	0
24	Point Loma Nazarene University Online Job Board 3900 Lomaland Drive San Diego, California 92106 Phone : 619-849-2384 Url : www.pointloma.edu/CareerServices Fax : 1-619-849-2769 Student Employment Manual Posting	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
25	Re-hire	N	1
26	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
27	Rock Church Work Ministry 2277 Rosecrans Street San Diego, California 92106 Phone : 619-226-7625 Url : www.therock.thejobconnection.org Fax : 1-858-244-0858 Paige Cohen Manual Posting	N	0
28	San Diego Christian College 200 Riverview Parkway Santee, California 92071 Phone : (619) 201-8726 Url : www.sdcc.edu Chontelle Crite Manual Posting	N	0
29	San Diego City College Career Center 1313 12th Avenue San Diego, California 92101 Phone : 619-388-3722 Url : http://jobconnect.sdccd.edu Transfer Center Manual Posting	N	0
30	San Diego Community College District - WorkAbility III Program 3375 Camino del Rio South Suite 275 San Diego, California 92108 Phone : 619-388-6810 Url : http://worka.sdccd.edu Email : rkrumm@sdccd.edu Fax : 1-619-388-6534 Rusty Krumm	Y	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
31	San Diego County Hispanic Chamber of Commerce P.O. Box 131548 San Diego, California 92170 Phone : 858-268-0790 Url : www.sdchcc.com Email : samya.sdchcc@gmail.com Fax : 1-858-840-6474 Samya France	Y	0
32	San Diego Employment Solutions 10981 San Diego Mission Road, Suite 110 San Diego, California 92108 Phone : 619-521-9569 Url : https://www.mhsinc.org/san-diego-employment-soluti Email : dgomez@mhsinc.org Diana Gomez	Y ¹	0
33	San Diego Mesa College Career Center 7250 Mesa College Drive Career Center I3-202 San Diego, California 92111 Phone : 858-627-2777 Url : http://jobconnect.sdccd.edu Sheri Endicott Manual Posting	N	0
34	San Diego Radio Broadcasters Association San Diego, California Email : cris@sandiegoradio.com Cris Tolley	N	0
35	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
36	South Bay Community Services 430 F Street Chula Vista, California 91910 Phone : (619) 420-3620 Url : www.southbaycommunityservices.org Email : msamayoa@csbcs.org Monica Samayoa	Y	0

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

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37	South County Career Center/Rescare 1111 Bay Blvd. Chula Vista, California 91911 Phone : 619-628-0321 Url : http://southsdcareercenter.com Email : paulaceves@workforce.org Paul Aceves	Y	0
38	Southern California Broadcasters Association 5670 Wilshire Blvd., Suite 300 Los Angeles, California 90036 Url : www.scba.com Ellen Dostal Manual Posting	N	0
39	The Art Institute of California - San Diego 7650 Mission Valley Road San Diego, California 92108 Phone : 8585981431 Url : new.artinstitutes.edu/san-diego Email : adowsing@aai.edu Annette Dowsing Prong 2 Ended Date: 10/28/2015	N	0
40	The Union of Pan Asian Communities 5348 University Avenue Suite 101 San Diego, California 92105 Phone : 619-229-6725 Url : www.upacsd.com Email : tnguyen@upacsd.com Fax : 1-619-229-2998 Tri Nguyen	Y	0
41	University of California, San Diego 9500 Gilman Drive La Jolla, California 92093 Phone : 858-534-6710 Url : https://ucsd-csm.symplicity.com Pat JaCoby Manual Posting	N	0

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42	University of San Diego 5998 Alcalá Park HC 100 San Diego, California 92110 Phone : 619-260-4654 Url : https://usd-csm.symplicity.com Connie Wilson Manual Posting	N	0
43	University of Southern California - Annenberg School of Communications 3502 Watt Way ASC 154 Los Angeles, California 90089 Phone : 213-821-1514 Url : www.usc.edu Email : meganh@usc.edu Fax : 1-213-740-8036 Megan Hutaff	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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	9/10/2015	Participation in Job Fairs	Our SEU participated in Honor a Hero-Hire a Veteran @ Valley View Casino Center in San Diego, CA. Station participants included our Finance Manager and Executive Assistant who discussed career opportunities in radio, collected resumes, and handed out iHeartMedia information packets to interested Veterans.	2	Executive Asst. Finance Manager
2	10/15/2015	Participation in Job Fairs	Our SEU participated in the Fall 2015 Mesa College Job Fair in San Diego, CA. Station participants included the Assistant Controller and a Promotions Assistant who discussed careers in radio with job fair attendees and handed out iHeartMedia information packets to interested students.	2	Assistant Controller Promotions Assistant
3	11/18/2015	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Portola Middle School Annual Career Fair held at the Portola Middle School in San Diego, CA. Our Assistant Controller represented the SEU and discussed the careers that are available in radio and handed out iHeartMedia information packets to the students.	1	Assistant Controller
4	2/25/2016	Participation in Job Fairs	Our SEU participated in the University of San Diego Job Fair @Hahn University Center in San Diego, CA. Station participants included our General Sales Manager and Finance Manager as well as two Promotion Assistants who discussed careers in Radio, accepted resumes, discussed current and future job opportunities and handed out iHeartMedia information packets.	4	Finance Manager General Sales Manager Promotions Assistant Promotions Assistant

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5	6/1/2016	Establishment of training programs for station personnel	During the 2015-2016 reporting period, our SEU offered Traffic Dept. training and mentoring to help our part time receptionist advance in her career. Our Regional Traffic Director provided guidance and instruction to learn jobs in the market Traffic Department, including training of all facets of Traffic and Continuity. The employee received hands-on experience and shadowed staff to gain new skills from the ground up in order to maximize her career development potential. The program included 3 weekly (2 times weekly) in person training and mentor-mentee shadowing with Traffic Coordinator. Due to cross-training, the now-trained employee had the requisite skills to qualify for a traffic coordinator position.	3	Regional Traffic Director Traffic Coordinator Receptionist