

**KFIV, KJSN, KMRQ, KOSO, KQOD, KWSX**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-7, 9-11, 13-18	11
Broadcast Transmission Engineer	1-3, 5-7, 9-10, 14-18	10
Account Executive	1-7, 9-11, 14-18	11
SVP / Programming Modesto / Stockton	1-12, 14-18	12

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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	All Access 28955 Pacific Coast Hwy Suite 210 5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Career Services Manual Posting	N	0
2	California Broadcasters Assoc 915 L St Suite 1150 Sacramento, California 95814 Url : <a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a> Career Services Manual Posting	N	0
3	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
4	Career Builder 200 N. LaSalle Street, Chicago, Illinois 60601 Phone : 312-698-0383 Url : <a href="http://www.careerbuilder.com/">http://www.careerbuilder.com/</a> Email : <a href="mailto:Kate.Peterson@careerbuilder.com">Kate.Peterson@careerbuilder.com</a> Kate Peterson Peterson	N	0
5	Career Page Website Texas Url : <a href="http://www.careerpage.org">www.careerpage.org</a> Career Services Manual Posting	N	0
6	Careerbuilder.com 200 N. LaSalle St. Suite #1100 Chicago, Illinois 60601 Url : <a href="http://www.careerbuilder.com/">http://www.careerbuilder.com/</a> Sandy Close 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
7	Direct Employers 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 n/a n/a Manual Posting	N	0
8	Employee Referral	N	1
9	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	2
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
11	Indeed.com - Not Directly Contacted by SEU	N	3
12	Internal Posting	N	1
13	Internet Ad	N	1
14	Job Fair Section III Modesto-Stockton, California 93906 Sandy C Lose Manual Posting	N	0
15	Jobs.Net 200 N. LaSalle St Suite #1100 Chicago, Illinois 60601 Phone : 209-551-1306 Sandy Close Manual Posting	N	0
16	On-Air Announcements (One or More SEU Stations) 2121 Lancey Dr Modesto, California 95355 Url : <a href="http://www.koso92.9.com">www.koso92.9.com</a> Career Services Manual Posting	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	WilsonHCG 400 N. Ashley Dr. #3000 Tampa , Florida 33602 Corporate Recruiter Manual Posting	N	0
18	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/1/2019	Provision of training to management	On November 1, 2018, our SEU's Local Sales Manager and Senior Account Executive participated in Leadership Excellence training from the Disney Institute , Learn ways to foster better leadership in your organization, Understand how to intentionally demonstrate the behaviors that uphold the values and vision of your team or organization, Identify the personal and organizational values that drive you as a leader, Create alignment between your personal values and vision and those of the business or team, Share a compelling vision for the future that drives action today, Understand the values-infused role of a leader in culture-building and team support, Sustain your organization's values and vision during times of change,	6	Senior Account Executive Local Sales Manager