

**KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE**  
**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1, 3-7, 11-14, 16-17	3
Outside Account Executive	1, 3-7, 13-14, 16-17	6
Digital Sales Engineer	1-2, 4-7, 9, 11, 13-14, 16-17	11
Project Manger	1-2, 4-6, 9, 13-17	9
Producer KFBK Afternoon News	1-7, 13-17	3
Producer	1-2, 4-6, 8-10, 13-17	9

**KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE****EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

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

<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>
1	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
2	California State University Sacramento 6000 J Street SACRAMENTO, California 95819 Mary Kober Manual Posting	N	1
3	Employee Referral	N	6
4	Get Radio Jobs California Url : <a href="http://www.getradiojobs.com">http://www.getradiojobs.com</a> Jason Peebles Manual Posting	N	0
5	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	0
6	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	2
7	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-4842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source	N	4
8	Indeed.com	N	2
9	Internal Candidate	N	3
10	Internal Posting	N	2

**KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
11	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Kristine Diamonti Manual Posting	N	3
12	On air announcements (one or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/A Manual Posting	N	0
13	Station Websites (One or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/a Manual Posting	N	0
14	TV and Radio Jobs California Url : <a href="http://www.tvandradiojobs.com">http://www.tvandradiojobs.com</a> Mike Patrick Manual Posting	N	0
15	UC Davis 1 Shields Avenue Davis, California 95616 Phone : 530-752-2286 Lanette Olsen Manual Posting	N	0
16	Velvet Jobs 1400 N Martel Ave 108 Los Angeles, California 90046 Phone : 800-462-5842 Url : <a href="http://www.velvetjobs.com">www.velvetjobs.com</a> Velvet Jobs Manual Posting	N	1
17	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 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>24</b>

**KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****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	9/23/2019	Participation in Job Fairs	iHeartMedia participated in an Eventbrite Career Job Fair on 9/23/19 and there we had a booth at the Double Tree by Hilton Sacramento discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions.	2	Marketing Director AM Program Director
2	11/15/2019	Participation in events sponsored by community groups	We hosted 10 students from Young Adult Special Ed Class from Galt High School with a tour of our facility. Station participant included our Marketing Director, John Nelson, who answered questions and showed the group what happens day to day in our office.	1	Marketing Director
3	2/5/2020	Participation in Job Fairs	iHeartMedia participated in the Greater Sacramento Urban League 2020 Diversity Job Fair on 2/5/20 and there we had a booth at the Hyatt Regency Sacramento discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions. Available to answer any questions regarding positions.	4	Marketing Director VP of Sales Sales Manager VP of Sales
4	7/6/2020	Establishment of a mentoring program	Valuing Diversity Training Certificate: Sacramento_AM Programming Director -Bill White	1	AM Programming Director