

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

EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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	1-15, 19, 21-24, 26	11
Outside Account Executive	1-15, 19, 21-24, 26	11
Outside Account Executive	1-10, 12, 14-16, 19, 21-22, 24, 26	16
Senior VP of Sales	1-10, 12-15, 17-22, 24-26	18

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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	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
3	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
4	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourebca.com Joe Berry 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
6	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
7	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
8	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
9	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0
10	DeVry University 7575 N Fresno St Fresno, California 93720 Email : sstarcher@devry.edu Sharon Starcher	N	0
11	Employee Referral	N	2
12	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

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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	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Fax : 1-559-263-1187 Frances Rodriguez	N	0
14	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
15	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
16	Indeed.com - Not Directly Contacted by SEU	N	1
17	Internal Posting	N	1
18	Internal Transfer/Promotion	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	LinkedIn - Not directly contacted by SEU	N	4
21	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person	N	0
23	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
24	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
25	Unknown (source not adequately identified upon inquiry by SEU)	N	1
26	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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	8/19/2020	Participation in events sponsored by community groups	On August 19, 2020, our SEU's On-Air Talent hosted a virtual event sponsored by Workforce Connection to promote career opportunities in the broadcast industry. Our SEU's On-Air Talent discussed his career path in the radio industry and moderated a discussion in which attendees were able to ask questions about jobs available in the radio industry. Our SEU promoted this event both on-air and on social media. Workforce connection promoted it on their social platforms as well.	1	On air talent
2	9/24/2020	Participation in events sponsored by community groups	On September 24, 2020, our SEU's On-Air Talent hosted a virtual event sponsored by Workforce Connection to promote career opportunities in the broadcast industry. Our SEU's On-Air Talent discussed his career path in the radio industry and moderated a discussion in which attendees were able to ask questions about jobs available in the radio industry. Our SEU promoted this event both on-air and on social media. Workforce connection promoted it on their social platforms and as well as an advertising campaign on our radio stations.	1	On air talent
3	11/6/2020	Participation in events or programs sponsored by educational institutions	On November 6, 2020 our SEU's Marketing/Promotions Director participated in a virtual event sponsored by the Fresno Unified School District as part of an ongoing community effort to develop digital media educational career paths, including in the broadcast industry. The event featured members from the TV and radio industries, advertising agencies, and the digital media departments of various local high schools. Attendees participated in a roundtable to discuss and brainstorm ideas to develop current and future learning courses that will better prepare students to pursue careers in digital media and broadcasting.	1	marketing/promotions director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/12/2020	Participation in events sponsored by community groups	On November 12, 2020, our SEU's On-Air Talent hosted a virtual event sponsored by Workforce Connection to promote career opportunities in the broadcast industry. Our SEU's On-Air Talent discussed his career path in the radio industry and moderated a discussion in which attendees were able to ask questions about jobs available in the radio industry. Our SEU promoted this event both on-air and on social media. Workforce connection promoted it on their social platforms as well.	1	On air talent
5	12/16/2020	Participation in events sponsored by community groups	On December 16, 2020, our SEU's On-Air Talent hosted a virtual event sponsored by Workforce Connection to promote career opportunities in the broadcast industry. Our SEU's On-Air Talent discussed his career path in the radio industry and moderated a discussion in which attendees were able to ask questions about jobs available in the radio industry. Our SEU promoted this event both on-air and on social media. Workforce connection promoted it on their social platforms as well.	1	On air talent
6	12/21/2020	Provision of training to management	In December 2020, our Market President took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	1/14/2021	Participation in events or programs sponsored by educational institutions	On January 14, 2021, our SEU's Marketing/Promotions Director participated in a virtual event sponsored by the Fresno Unified School District as part of an ongoing community effort to develop digital media educational career paths, including in the broadcast industry. The event featured members from the TV and radio industries, advertising agencies, and the digital media departments of various local high schools. Attendees participated in a roundtable to discuss and brainstorm ideas to develop current and future learning courses that will better prepare students to pursue careers in digital media and broadcasting.	1	marketing/promotions director
8	1/21/2021	Participation in events sponsored by community groups	On January 21, 2021, our SEU's On-Air Talent hosted a virtual event sponsored by Workforce Connection to promote career opportunities in the broadcast industry. Our SEU's On-Air Talent discussed his career path in the radio industry and moderated a discussion in which attendees were able to ask questions about jobs available in the radio industry. Our SEU promoted this event both on-air and on social media. Workforce connection promoted it on their social platforms and as well as an advertising campaign on our radio stations.	1	On air talent
9	2/23/2021	Participation in events or programs sponsored by educational institutions	On February 23, 2021, our SEU participated in a virtual event with students from Edison High School to discuss career opportunities in the broadcast industry. The event featured a Q&A session between the students and our SEU's On-Air Talent and Promotions Director in which the students were able to ask questions about jobs available in the radio industry.	2	On air talent promotions director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	2/24/2021	Participation in events sponsored by community groups	On February 24, 2021, our SEU's On-Air Talent hosted a virtual event sponsored by Workforce Connection to promote career opportunities in the broadcast industry. Our SEU's On-Air Talent discussed his career path in the radio industry and moderated a discussion in which attendees were able to ask questions about jobs available in the radio industry. Our SEU promoted this event both on-air and on social media. Workforce connection promoted it on their social platforms and as well as an advertising campaign on our radio stations.	1	On air talent
11	3/4/2021	Participation in events or programs sponsored by educational institutions	On March 4, 2021, our SEU participated in a virtual event with students from Redwood High School to discuss career opportunities in the broadcast industry. The event included a Q&A session between the students and our SEU's On-Air Talent and Promotions Director in which the students were able to ask questions about jobs available in the radio industry.	2	marketing/promotions director On-Air Talent
12	6/11/2021	Provision of training to management	In June 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sr Vice President