

**KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-6, 8-11, 13-16, 19-24	23
Outside Account Executive	1-6, 8-16, 20-24	12
Outside Account Executive	1-6, 8-16, 20-24	12
KYLD On Air Personality	1-3, 5-10, 12-19, 21-22, 24	18
Facilities Coordinator	1-10, 13-16, 19, 22-24	23

# KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

## EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

### 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	14Th Annual Latina Business Workshop Conference 7500 West Lane S 111 Stockton, California 95207 Phone : 209-468-3500 Fax : 1-209-228-2991 Daryl Fitzgerald	N	0
2	All Access 28955 Pacific Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 General Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:pcolbert@allaccess.com">pcolbert@allaccess.com</a> Paul Colbert	N	0
3	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : <a href="mailto:National@aja.org">National@aja.org</a> KATHY CHOW	N	0
4	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : <a href="mailto:info@babja.org">info@babja.org</a> Job Bank Coordinator Job Bank Coordinator	N	0
5	CA Chicano News Media Assoc 725 Arizona Ave., Suite 206 Santa Monica, California 90401-1734 Phone : NA Email : <a href="mailto:cnmainfo@ccnma.org">cnmainfo@ccnma.org</a> Fax : 1-424-238-0271 EEO Officer	N	0
6	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

**KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD****EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****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>
7	California Broadcasters Association (CBA) 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : www.yourcba.com Email : members@yourcba.com Fax : 1-916-444-2043 Stan Statham	N	0
8	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
9	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0
10	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : garymartin@accesssacramento.org Fax : 1-916-691-7181 Gary Martin	N	0
11	Department of Rehabilitation 1234 Indiana Street San Francisco, California 94107 Phone : 415-282-9675 ext 212 Email : kbituin@hire-ability.org Fax : 1-415-920-6877 Karis Bituin	Y	0
12	Employee Referral	N	5

# KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

## EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

### 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
13	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : <a href="http://www.edd.ca.gov/">http://www.edd.ca.gov/</a> Email : <a href="mailto:sfjobs@edd.ca.gov">sfjobs@edd.ca.gov</a> Tom Swinnerton	Y	0
14	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : <a href="http://www.helixopp.com">www.helixopp.com</a> Email : <a href="mailto:dfazio@helixopp.com">dfazio@helixopp.com</a> David Fazio	Y	0
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
16	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
17	Indeed.com - Not directly contacted by SEU	N	1
18	Internal Transfer/Promotion	N	1
19	LinkedIn - Not directly contacted by SEU	N	9
20	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102205294 Email : <a href="mailto:TraciR@rubiconprograms.org">TraciR@rubiconprograms.org</a> Monique Brown	Y	0

# KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

## EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

### 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
21	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Email : daniel.newell@sjsu.edu Fax : 1-408-924-6099 Daniel Newell	N	0
22	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : mias@sfcenter.org Mia Satya	Y	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	3
24	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>20</b>

# KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

## EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

### 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	11/6/2020	Participation in events or programs sponsored by educational institutions	On November 6, 2020, our SEU's Director of Community Engagements spoke to an Intro to Radio & Podcasting class at SF State University about pursuing a career in the broadcast industry. The discussion covered how to get your start in the broadcast industry, the skills needed to succeed, what a day-to-day schedule might look like, how to create and post a podcast, how to structure a podcast, and how to incorporate social media into a podcast to further create a connection to the audience.	1	Director of community engagements
2	12/15/2020	Provision of training to management	In December 2020, our Director of Production 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	Director of production
3	3/2/2021	Provision of training to management	On March 2, 2021 our SEU's SVP of Sales attended a webinar on FCC compliance issues, sponsored by the California Broadcasters Association. The webinar was intended to train management-level personnel on compliance with FCC requirements, including EEO obligations. The webinar was conducted by a telecommunications law firm.	1	Market SVP of sales

# KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

## EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

### 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>
4	3/17/2021	Participation in events or programs sponsored by educational institutions	On March 17, 2021, our SEU's On-Air Talent and Director of Community Engagement spoke with students at the Mayor's Youth Employment and Education Program in San Francisco. They spoke with high school students interested in radio/media careers about how they got their start in the broadcast industry, the skills needed for their respective positions, and the day-to-day tasks in those positions. Our SEU participants also discussed career opportunities in the broadcast industry, how to obtain an entry-level position in the broadcast industry, and how to create longevity in the broadcast industry.	2	On air talent Director of community engagement
5	6/14/2021	Provision of training to management	In June 2021, our SEU's General & Administrative Department Head 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	General & Admin Dept. Head
6	6/17/2021	Sponsorship of events in the community designed to increase public awareness	On June 17, 2021 our SEU hosted a Women in Media virtual career panel. Our SEU's Region President, VP of Marketing, Music Director, and On-Air Talent served as panelists and spoke about how they got their start in media, their current roles, and what it is like to be a female professional in the media industry. Our SEU invited several community organizations to attend and utilized our station's social media platforms to invite listeners. Attendees were also directed to our career website at the end of the panel to learn more about job openings at iHeart San Francisco.	4	Region president VP marketing Music director and talent talent

**KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD****EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****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>
7	6/18/2021	Participation in Job Fairs	On June 18, 2021 our SEU participated in Northern California's 21st Annual Diversity Employment Career Fair. This virtual fair allowed candidates to book appointments for professional one-on-one virtual video meetings with our General & Administrative Department Head. Following the meetings, candidates were encouraged to visit our career website to apply for open positions.	1	General & Admin Dept. Head