

KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX, KGB
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 |
|--------------------------------------|--|-------------------------------|
| Account Executive: KMYI, KHTS & KSSX | 1-5, 7-10, 13-15, 17, 19, 22-25, 28 | 5 |
| Outside Account Executive | 1-4, 6-10, 13-20, 22-25, 27-28 | 6 |
| Account Executive: KMYI, KHTS & KSSX | 1-4, 7-10, 13-15, 17, 19, 21-26, 28 | 14 |
| Account Executive: KMYI, KHTS & KSSX | 1-4, 7-13, 15-19, 22-25, 27-28 | 11 |

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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 & 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 | 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 |
| 3 | Center for Employment Training 4153 Market Street San Diego, California 92102-3500 Phone : 619-233-6829 Url : www.cetweb.org Email : aangeles@cet2000.org S Watchmen | Y | 0 |
| 4 | 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 |
| 5 | Employee Referral | N | 2 |
| 6 | Former Employee | N | 1 |
| 7 | 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 |

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|------------------|---|--|---|
| 8 | Goodwill Industries of San Diego County 3663 Rosecrans Street San Diego, California 92110 Phone : 619-225-2200 Url : www.sdgoodwill.org Email : hrrecruiters@sdgoodwill.org Fax : 1-619-225-4784 Aurora N/a | Y | 0 |
| 9 | 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 |
| 10 | 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 |
| 11 | Indeed.com - Not directly contacted by SEU | N | 1 |
| 12 | Internal Candidate | N | 1 |
| 13 | Latter Day Saints Employment Service 4722 Mercury Street San Diego, California 92111 Phone : 858-279-2338 Email : wel-ec-sandiego@churchofjesuschrist.org Fax : 1-858-279-2527 Ed Womack | Y | 0 |
| 14 | LinkedIn-Not directly contacted by SEU | N | 3 |
| 15 | 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 |

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|------------------|---|--|---|
| 16 | 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 |
| 17 | North Coast Church 1132 N Melrose Drive Vista, California 92083 Phone : 760-724-6700 Url : www.northcoastchurch.com Email : info@northcoastchurch.com Jeanne Bessant | Y | 0 |
| 18 | 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 |
| 19 | 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 |
| 20 | 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 |
| 21 | 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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|------------------|---|--|---|
| 22 | 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 |
| 23 | 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 |
| 24 | South Bay Community Services 430 F Street Chula Vista, California 91910 Phone : (619) 420-3620 Url : www.southbaycommunityservices.org Email : recruiting@southbaycommunityservices.com Fax : 1-619-420-3620 Monica Samayoa | Y | 0 |
| 25 | 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 |
| 26 | Southern California Broadcasters Association 5670 Wilshire Blvd., Suite 300 Los Angeles, California 90036 Url : www.scba.com Ellen Dostal Manual Posting | N | 0 |

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|--|---|--|---|
| 27 | 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 |
| 28 | 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: | | | 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 | 12/23/2020 | Provision of training to management | In December 2020, our Executive Project Manager 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 | Executive project manager |
| 2 | 4/1/2021 | Establishment of a mentoring program | During 1-31 March 2021, our SEU offered training and mentoring to our part-time receptionist on the skills needed to obtain a job in the Promotions Department. Specifically, our Director of Promotions provided guidance and training to the mentee so that she could learn and build the skills required to become a Promotions Coordinator. The program included mentor/mentee "shadow" days, was focused on maximizing the mentee's career development potential, and covered how to lead staff meetings and coordinate prize giveaways from promotional announcements to scheduling of winner pickups. Topics covered during the program was how to develop a schedule to distribute prize giveaways, how to communicate with contest winners and obtain all necessary documentation and to follow up and distribute all prizes per schedules. | 2 | Director of Promotions Receptionist |
| 3 | 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 | President |