

KBEB, KFBK, KFBK-FM, KHYL, KYRV, KSTE
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 |
|---|--|-----------------------|
| Director of Strategic Partnerships & Business Development | 1-3, 5-6, 8, 11, 14-15 | 8 |
| Digital Content Manager for KFBK | 1, 4-7, 9, 12, 15 | 7 |
| Producer | 1, 3, 5-6, 8, 10-11, 13-15 | 13 |

KBEB, KFBK, KFBK-FM, KHYL, KYRV, KSTE**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 | 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 |
| 2 | Employee Referral | N | 2 |
| 3 | Get Radio Jobs California Url : http://www.getradiojobs.com Jason Peebles Manual Posting | N | 0 |
| 4 | Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8623 Url : http://www.gsul.org Email : Ecardenas@gsul.org Fax : 1-916-614-9001 Erica Cardenas | N | 0 |
| 5 | 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 |
| 6 | 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 | 1 |
| 7 | Internal Transfer/Promotion | N | 1 |
| 8 | LinkedIn - Not directly contacted by SEU | N | 2 |

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|--|--|--|---|
| 9 | Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California 95811 Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-307-5251 Matt Bodourian | N | 0 |
| 10 | Station Websites (One or more SEU stations) (Navigation link to corporate careers website) 1545 River Park Drive Suite 500 Sacramento, California 95815 Manual Posting | N | 0 |
| 11 | TV and Radio Jobs California Url : http://www.tvandradiojobs.com Mike Patrick Manual Posting | N | 0 |
| 12 | University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : careerrecruiting@ucdavis.edu Fax : 1-916-752-0411 Job Coordinator | Y | 0 |
| 13 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |
| 14 | Velvet Jobs 1400 N Martel Ave 108 Los Angeles, California 90046 Phone : 800-462-5842 Url : www.velvetjobs.com Velvet Jobs Manual Posting | N | 0 |
| 15 | 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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| | 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 | On December 23, 2020, our Program Director 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 | Program director |
| 2 | 1/23/2021 | Participation in events sponsored by community groups | On January 23, 2021, our SEU participated in the Girl Scouts Media Star Program: Casting Call and Media Panel Event. The President of iHeartMedia/Sacramento and the on-air anchor for KFBK-AM/FM participated as guest speakers for a group of Girl Scouts that included middle school students. | 2 | President, iHeartMedia/Sacramento On-air Anchor, KFBK-AM/FM |
| 3 | 1/28/2021 | Participation in Job Fairs | On January 28, 2021, our SEU's Promotions Manager attended the SacJobs virtual job fair. He spoke with five attendees who were applying for a position with the SEU about their qualifications and answered their questions about working at iHeartMedia. He also collected the attendees' resumes to review. | 1 | Promotions Manager, iHeartMedia/Sacramento |
| 4 | 4/27/2021 | Participation in events sponsored by community groups | Our SEU helped area job seekers by helping to promote and giveaway passes to Ramsey Solutions' "Get Hired" event on April 27, 2021. This event was a seminar in which a career coach discussed how job seekers could better position themselves for employment. | 1 | Director of Marketing |
| 5 | 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 | Vice president of sales |