

**KFIV, KJSN, KMRQ, KOSO, KQOD, KWSX**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**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>
Account Executive	2, 4, 6, 9, 11	4
Talk Show Host	1-3, 5-6, 9, 11	3
Promotions Director	1-2, 5-6, 9-11	10
Account Executive	1, 4-9, 11	8
Account Executive	1, 4-9, 11	7

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**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	All Access 28955 Pacific Coast Hwy Suite 210 5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Career Services Manual Posting	N	0
2	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
3	Current Employee	N	2
4	Employee Referral	N	5
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	0
7	Indeed.com	N	2
8	Internal Candidate	N	1
9	On-Air Announcements (One or More SEU Stations) 2121 Lancey Dr Modesto, California 95355 Url : <a href="http://www.koso92.9.com">www.koso92.9.com</a> Career Services Manual Posting	N	2
10	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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**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	WilsonHCG 400 N. Ashley Dr. #3000 Tampa , Florida 33602 Corporate Recruiter Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</b>

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### 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	5/10/2017	Participation in Job Fairs	Our SEU participated in a Veterans Job Fair held at the Modesto EDD office on May 10, 2017. At the job fair, we collected resumes and spoke to attendees about careers in broadcasting, including job opportunities at our SEU.	4	Senior V.P. of Programming V.P. Sales Asst. Promotions Manager
2	7/12/2017	Participation in events or programs sponsored by educational institutions	Station personnel gave a station tour to local students from Mark Twain Jr. High School. The students were able to see our entire facility and interact with radio personalities. A Q&A session followed the tour during which the students had the opportunity to ask questions about careers in broadcasting. The station also recorded a PSA for the students.	6	Senior V.P. of Programming Asst. Promotion Manager On-Air Personality
3	7/19/2017	Participation in events sponsored by community groups	Station personnel gave a station tour to members of the American Veterans First organization. Participants were able to see our entire facility and interact with radio personalities. A Q&A session followed the tour in which members of American Veterans First had the opportunity to ask questions about careers in broadcasting.	4	Senior V.P. of Programming Asst. Promotion Manager On-Air Personality
4	7/26/2017	Provision of training to management	Our VP of Sales attended a webinar presented by the Society for Human Resources Management discussing guidelines issued by the EEOC's Task Force on Harassment in the Workplace on avoiding workplace harassment and discrimination.	1	VP of Sales
5	7/27/2017	Provision of training to management	Our Operations Manager completed a webinar presented by the Society for Human Resources Management focused on updating employment handbooks and harassment training with a focus on the LGBT workforce.	1	Operations Manager