

KBEB, KFBK, KFBK-FM, KHYL, KQJK², KSTE**EEO PUBLIC FILE REPORT****August 1, 2016 - July 31, 2017¹****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	1-2, 4, 8-9, 12-15, 21, 23-25, 27-28, 30	14
News Reporter	2-4, 8, 13-14, 16, 18, 20, 24, 27-30	18
News Reporter	2-4, 6, 8, 13-14, 16-18, 20, 24, 27-30	18
Account Executive	2-4, 8, 13-14, 16, 19-20, 24, 27-29, 31	19
Account Executive	2-4, 8, 13-14, 16, 19-20, 24, 27-29, 31	31
Editor, The KFBK Morning News	2-4, 8, 13-14, 16, 18, 20, 24, 28-30	18
Account Executive	2, 4, 8, 13-14, 16, 20, 24, 26-28, 30	14
News Reporter	2, 4-6, 8, 13-14, 16, 20, 24, 27-30	6
General Sales Manager	2, 4, 6, 8, 11, 13-14, 16, 20, 24, 27-30	6
Sales Support	2, 4, 6, 8, 10, 12-14, 17-20, 24, 26-30, 32	18
On-Air Talent	7	7
On-Air Talent	7	7
On-Air Talent	7	7
On-Air Talent	7	7
Morning Show Producer	7	7
Program Director	7	7
Account Executive	2, 4, 6, 8, 12-14, 19-20, 24, 26, 28-30, 32	6
Outside Account Executive	2, 4, 6, 8, 12-14, 17, 19-20, 22, 24, 26, 28-30	6
Executive Producer	7	7

¹ This Report includes recruitment activity from July 29, 2016 pursuant to the FCC's grace period policy.² On April 3, 2017, KQJK changed its call sign to KYRV.

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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	Brenda's Employment Opportunities Sacramento, California Phone : (916) 835-7573 Url : https://facebook.com/BrendasEmploymentOpportunitie Email : BNKee608@gmail.com Brenda Kee	N	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	California State University, Sacramento 6000 J Street Sacramento, California 95819 Phone : 916-278-7207 Email : jobs@csus.edu Andrea X	N	0
4	Council of Asian Pacific Islanders for Advocacy and Leadership 5665 Freeport Blvd Suite #2 Sacramento, California 95822 Url : http://www.sactocapital.org Email : sonney.chong@att.net Sonney Chong	N	0
5	Dept. of Veterans Affairs Vocational Rehab. & Employment Division 10365 Old Placerville Road Sacramento, California Phone : 916-364-6715 Email : joan.giurato@va.gov Fax : 1-916-364-6708 JoAnn Giurato	N	0
6	Employee Referral	N	6
7	Exigent Circumstances	N	7
8	Get Radio Jobs California Url : http://www.getradiojobs.com Jason Peebles 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
9	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
10	GlassDoor - Not Directly Contacted by SEU	N	1
11	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8628 Url : http://www.gsul.org Email : info@gsul.org Fax : 1-916-286-8620 Alexis Mathews	N	0
12	HIREvents / Job Journal 3050 Fite Circle, Suite 100 Sacramento, California 95827 Phone : 916.925.0800 ext. 302 Rachel Miles Manual Posting	N	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
14	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	6

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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
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-4842 Url : http://www.indeed.com Online Source	N	0
17	Internal Posting	N	4
18	Internal Transfer/Promotion	N	4
19	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Kristine Diamonti Manual Posting	N	1
20	Los Rios Community College District 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Fax : 1-916-691-7181 Gary Martin Manual Posting	N	0
21	Non-Employee Referral	N	2
22	On air announcements (one or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/A Manual Posting	N	0
23	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source 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
24	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
25	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
26	Society of Broadcast Engineers 9102 N Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-486-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0
27	Station Websites (One or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/a Manual Posting	N	0
28	Traffic Directors Guild of America 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : http://www.tgda.org Email : tdga@cox.net Fax : 1-949-429-7083 Larry Keene	N	0
29	TV and Radio Jobs California Url : http://www.tvandradiojobs.com Mike Patrick 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
30	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
31	Walk In/Self-Referral	N	1
32	Wilson HCG 400 N. Ashley Drive Ste. 3000 Tampa, Florida 33602 Phone : 407.358.6256 Kristine Diamonti	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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	1/3/2017	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help the Receptionist advance in her career. The Financial Specialist provided guidance and instruction to learn jobs in different areas of finance. The employee received hands-on experience and shadowed staff to gain new skills in order to maximize her career development potential. The training included how to use IHM sales tools and techniques. The Finance Specialist and the Receptionist meet on a daily basis to review these skills, and the Receptionist regularly engages other departments regarding the tools and techniques she is learning.	2	Financial Specialist Receptionist
2	6/5/2017	Establishment of training programs for station personnel	During this reporting period, our SEU offered training and mentoring to help a Sales Support Employee advance in her career. A Sales Manager has been and is continuing to provide guidance and instruction to learn different jobs in the Sales Department, including the role of Account Executive. The employee received hands-on experience and shadowed staff to gain new skills in order to maximize her career development potential. The program included working with a Sales Manager on talking to potential new clients, setting an appointment with the client, and making presentations and proposals. The Sales Manager and the employee meet on a daily basis to talk about progress, and the employee met one-on-one with all of the Sales Managers, the Market President, and the Promotions Manager to gain perspective and knowledge in becoming a successful Account Executive.	4	Sales Manager Market President Sales Manager Director of Agency Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	7/20/2017	Participation in events or programs sponsored by educational institutions	We were invited to set-up a table at an event with the California Community Colleges Career Education Campaign. The purpose of the campaign was designed to raise awareness for more than 200 Career Education Programs offered at all of the 114 community college campuses. We used this campaign as an opportunity to raise awareness on the potential jobs within the broadcast industry, specifically within Radio	2	Promotions Assistant Program Director
4	7/26/2017	Participation in events sponsored by community groups	Our SEU hosted the National Marine Corp. Business Network for a tour of our facility. Station participants included the Financial Specialist, who showed the members of the group "behind-the-scenes" of the radio station answering questions as they arose. This non-profit group is dedicated to helping Marines do business with other Marines and to help Marines transition from the Corp to civilian jobs.	1	Financial Specialist
5	7/28/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a small group of young adults and a parent for a tour of our facility. Station Participants included the Financial Specialist, Sales Support, Promotions Assistant, Production Manager, Chief Engineer and New Editor, who showed the young adults the behind-the-scenes of our radio station and answered questions as the arose.	6	Financial Specialist Sales Support Promotional Assistant Chief Engineer