

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018****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
Creative Specialist	1-13, 15, 17-18, 20-25, 28, 31, 33, 35, 37-40	20
Outside Account Executive	1-15, 17-18, 21-24, 32-33, 35, 37-41	41
Outside Account Executive	1-15, 17-18, 21-24, 32-33, 35, 37-41	35
Auto Advertising Account Executive	1-13, 15-18, 21-24, 33-34, 36-40	24
Radio Account Executive	19-20, 23-24, 32, 35	35
Radio Account Executive	19-20, 23-24, 32, 35	20
Radio Account Executive	19-20, 23-24, 32, 35	20
Traffic & Continuity Coordinator	1, 3-13, 15-18, 20-24, 26, 33-35, 37-40	20
Senior Finance Manager	19, 23-24, 28-30, 33, 36	36
KKSF Programming Director	19-20, 23-24, 26	20
Digital Programming Director	19, 23-24, 27	27

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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	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
3	All Access 28955 Pacific Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 General Url : http://www.allaccess.com Email : pcolbert@allaccess.com Paul Colbert	N	0
4	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : National@aaja.org KATHY CHOW	N	0
5	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
6	Bay Area STAR 900 Front Street KGO-TV-900 San Francisco, California 94111 Phone : 408-249-7682 Url : http://www.bayareastar.org Email : info@bayareastar.org Kari Yost	N	0

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7	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0
8	CA Chicano News Media Assoc 725 Arizona Ave., Suite 206 Santa Monica, California 90401-1734 Phone : NA Email : ccnmainfo@ccnma.org Fax : 1-424-238-0271 EEO Officer	N	0
9	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
10	California Broadcasters Association (CBA) 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : www.yourcba.com Fax : 1-916-444-2043 Stan Statham	N	0
11	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
12	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0

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13	Chinese for Affirmative Action 17 Walter U. Lum Place San Francisco, California 94108 Phone : 415-274-6760 xt. 305 Email : lchyi@caasf.org Leo Chyi	N	0
14	Consultant Referral	N	1
15	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
16	CRAIGSLIST 1381 9TH Ave San Francisco, California 94122 Phone : 415-566-6394 Ext 115 Url : http://sfbay.craigslist.org/ Fax : 1-415-504-6394 Clint Powell Manual Posting	N	0
17	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
18	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

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19	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : info@usnlx.com Job Board	N	0
20	Employee Referral	N	5
21	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : http://www.edd.ca.gov/ Email : sfjobs@edd.ca.gov Tom Swinnerton	Y	0
22	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : www.helixopp.com Email : dfazio@helixopp.com David Fazio	Y	0
23	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
24	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	2
25	Indeed.com - Not Directly Contacted by SEU	N	4
26	Internal Posting	N	2
27	Internal Transfer/Promotion	N	1
28	Internet Ad-not directly contacted by SEU	N	3
29	Job Board	N	1

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30	Job Fair-See Section III San Francisco , California Jobs Advertised N/A Manual Posting	N	0
31	Linked In	N	1
32	LinkedIn / Word of Mouth	N	2
33	Monster 5 Clock Tower Place Ste #500 Maynard, Massachusetts 01754 Phone : 480-567-3578 Url : Monster.com Fax : 1-978-461-8100 Calvin Tabata Manual Posting	N	1
34	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : http://broadcastcareerlink.nabef.org/hr/jobs/ Michelle Duke Manual Posting	N	0
35	Non-Employee Referral	N	4
36	Recruiter	N	2
37	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
38	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Indiana 46260 Scott Jones Manual Posting	N	0

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39	Station Website (One or more SEU Stations) 340 Townsend Street San Francisco, California 94107 Phone : 415-247-4359 Email : MichelleLin@iheartmedia.com Michelle Lin	N	0
40	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5614 Email : benjaminb@sfcenter.org Benjamin Bustamante	Y	0
41	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	3/14/2018	Participation in events or programs sponsored by educational institutions	Our station hosted 30 high school students from Newark Memorial High's media program. The tour consisted of the whole radio station and included behind the scenes insight and answering any questions the students had.	5	On-Air Host On-Air Host Production Director Digital Content Creator
2	4/12/2018	Participation in Job Fairs	Our SEU participated in the 18th Annual Diversity Employment Day Career Fair in San Francisco, CA. Station participants included our Promotions Director and the Programming Executive Assistant, who discussed careers in radio with attendees, as well as discussed internship and employment opportunities.	2	Promotions Director Executive Assistant
3	5/2/2018	Participation in events or programs sponsored by educational institutions	Our station hosted 18 9th-12th graders and a teacher from South San Francisco High School's Audio/Visual Academy. The tour was of our whole radio station and included behind the scenes insight and answering questions the students had.	5	On-Air Host On-Air Host Production Director Digital Content Creator
4	5/15/2018	Provision of training to management	This course teaches managers and supervisors to recognize and prevent sexual harassment, to respond appropriately when they learn of it, and to deal with and prevent retaliation against victims and witnesses.	16	Region President Director of Engineering SVPP VP, Marketing
5	5/31/2018	Participation in events or programs sponsored by educational institutions	Our station hosted 12 12th graders and a parent volunteer from The Jewish Community High School of The Bay. The tour was of our whole radio station and included behind the scenes insight and answering questions the students had.	5	On-Air Host On-Air Host Production Director Digital Content Creator