

**KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Executive Producer	5	5
Outside Account Executive	1, 4, 7-8, 10-12, 14-17, 20-23	4
KBEB Assistant Program Director/On Air Personality	1, 4, 7, 10-12, 15-17, 20-23	4
Account Coordinator	1, 3, 7, 10-12, 14-18, 20-23	3
Promotion Assistant	1, 3-4, 6-7, 10-13, 15-17, 20-22	3
Account Executive	1-2, 7, 9-12, 15-17, 19-20, 22-24	2
Program Director 1	1, 3, 7, 9, 11-12, 17, 19-20, 22-24	3
Account Executive	1-2, 7, 9-12, 15-17, 19-20, 22-24	2
Account Executive	1, 4, 7, 11-12, 17, 20, 22-24	4
News Reporter	1-2, 7, 11-12, 17, 20, 22-24	2

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<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	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
2	Current Employee	N	3
3	Current Employee - Transfer/Promotion	N	3
4	Employee Referral	N	6
5	Exigent Circumstances	N	1
6	Facebook post	N	1
7	Get Radio Jobs California Url : <a href="http://www.getradiojobs.com">http://www.getradiojobs.com</a> Jason Peebles Manual Posting	N	0
8	GlassDoor - Not Directly Contacted by SEU	N	1
9	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8623 Url : <a href="http://www.gsul.org">http://www.gsul.org</a> Email : <a href="mailto:Ecardenas@gsul.org">Ecardenas@gsul.org</a> Fax : 1-916-614-9001 Erica Cardenas	N	0
10	HIREvents / Job Journal 3050 Fite Circle, Suite 100 Sacramento, California 95827 Phone : 916.925.0800 ext. 302 Rachel Miles Manual Posting	N	0
11	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

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12	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
13	Indeed.com - Not Directly Contacted by SEU	N	3
14	Job Board	N	4
15	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Kristine Diamonti Manual Posting	N	0
16	Los Rios Community College District 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : <a href="http://www.losrios.edu">www.losrios.edu</a> Gary Martin Manual Posting	N	0
17	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
18	Other Source	N	2
19	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California 95811 Phone : 916-446-7883 Url : <a href="http://www.sacasiancc.org">www.sacasiancc.org</a> Email : <a href="mailto:msumida@sacasiancc.org">msumida@sacasiancc.org</a> Fax : 1-916-307-5251 Matt Bodourian	N	0
20	Station Websites (One or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/a Manual Posting	N	0

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21	Traffic Directors Guild of America 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : <a href="http://www.tgda.org">http://www.tgda.org</a> Email : <a href="mailto:tdga@cox.net">tdga@cox.net</a> Fax : 1-949-429-7083 Larry Keene	N	0
22	TV and Radio Jobs California Url : <a href="http://www.tvandradiojobs.com">http://www.tvandradiojobs.com</a> Mike Patrick Manual Posting	N	0
23	Velvet Jobs 1400 N Martel Ave 108 Los Angeles, California 90046 Phone : 800-462-5842 Url : <a href="http://www.velvetjobs.com">www.velvetjobs.com</a> Velvet Jobs Manual Posting	N	0
24	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>24</b>

**KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE****EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018****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	8/14/2017	Participation in events sponsored by community groups	Our SEU hosted a tour of a group from "Hines". They were interested in the behind the scenes of the station. In Particular how we aired and produced all of the different stations at the same time.	2	Financial Specialist Chief Engineer
2	8/14/2017	Participation in events sponsored by community groups	Our SEU hosted two current EMT's who were interested in how the different station operated. We did a behind the scenes of our radio station and answered questions as the arose.	1	Financial Specialist
3	9/15/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour for a small group from Troup 79. Station participants included the Finance Specialist, Chief Engineer, On-Air Talent and Director of Creative Services. The focus of the tour for the group was not only the behind-the-scenes of what happens within the radio group, but also how everything works at night after the majority of the staff has left. What kind of jobs employee's would do when most have gone.	4	Finance Specialist Chief Engineer On-Air Talent Creative Services Director
4	3/27/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a group of 8 young men and their Troop Leader from Troop 613 to tour our station. Station participants who showed the troop around included the Finance Specialist, Chief Engineer and On-Air Talent. The tour consisted of the behind-the-scenes of our radio station and questions were answered as they arose.	3	Finance Specialist Chief Engineer On-Air Talent
5	4/19/2018	Participation in events sponsored by community groups	Our SEU hosted a group of high school students, an instructor and parents from the VCS Radio Conservatory of the Arts. Station participants included the Finance Specialist, Chief Engineer and Senior Vice President of Programming. The SEU focused on the behind-the-scenes of our radio station, answered questions as they arose. With the focus on the industry as a whole and the opportunities within the Radio Group	3	Finance Specialist Chief Engineer SVSP of Programming

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6	6/4/2018	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. It also discusses the risk of liability to both the company and a manager if he or she fails to stop harassment or engages in harassing behavior.	10	VP of Sales Director of Creative Services VP of Sales News Director