

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOF**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
National Sales Assistant	1, 5-6, 10, 15-17, 24	10
Online Content Coordinator	1, 5-6, 14-16, 19, 24-26	19
Outside Account Executive	1-9, 11-16, 18, 20-21, 24-25, 28	12
Online Content Coordinator	5-6, 15-16, 24, 27	27
Outside Account Executive	1-9, 11-18, 20-21, 23-25, 28	12
Outside Account Executive	1-3, 5-9, 11, 13-16, 18, 20-22, 24-25, 28	22
Online Content Coordinator	1-3, 5-9, 11, 13-16, 18, 20-21, 23-25	23
Outside Account Executive	1-3, 5-9, 11-16, 18, 20-21, 24-25, 28	12
Online Content Coordinator	1-3, 5-9, 11, 13-16, 18, 20-21, 23-25, 28	23

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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	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
2	Army Community service General Stilwell Community center Bldg 4260 on OMC Seaside, California 93955 Phone : 831-242-4652 Url : http://www.monteery.army.mil/acs/index.html Email : kevin.ann.moore@us.army.mil Fax : 1-831-242-7662 Kevin Moore	N	0
3	Asian American Journalist Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org Email : national@aaja.org Fax : 1-415-346-6343 Albert Lee	N	0
4	Cabroadcaster.org 915 L Street Ste 1150 Sacramento, California 95814 Phone : 916-444-2237 Email : info@cabroadcasters.org Career Services	N	0
5	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	California State University Fresno Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	N	0
7	California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece Email : career@scub.edu Fax : 1-661-654-3345 CSUB CECE	N	0
8	Central California Hispanic Chamber of Commerce 2331 Fresno St Fresno, California 93721 Phone : 559 495-4817 Fax : 1-559-495-4811 Lorena Martinez	N	0
9	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0
10	Current Employee - Transfer/Promotion	N	1
11	El Conciliar Emigration Project 1532 Fresno St Fresno, California 93706 Phone : 559 485-3951 Fax : 1-559-485-3951 Career Services	N	0
12	Employee Referral	N	3
13	Fresno Area Hispanic Chamber of Commerce 1456 W Shaw Ave Fresno, California 93711 Phone : 559 222-8705 Fax : 1-559-222-8706 Career Services	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
14	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Fax : 1-559-263-1187 Frances Rodriguez	N	0
15	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
16	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	0
17	Indeed.com	N	3
18	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	0
19	Linked In	N	1
20	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0
21	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person	N	0
22	Non-Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	None indicated (Source Unknown)	N	3
24	On-Air Announcements (One or more SEU stations) 83 E Shaw Ave Ste 150 Fresno, California 93710 Phone : 559-230-4341 Email : Janashilow@iheartmedia.com Jana Shilow	N	0
25	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
26	Unknown Referral Source	N	1
27	Word of Mouth Referral	N	1
28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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	9/11/2017	Provision of training to management	Attended a webinar presented by the Society for Human Resource Management discussing Bullying and behaviors that could jeopardize and put your organization at risk.	1	Business Manager/Finance
2	5/7/2018	Provision of training to management	Market President Steve Darnell completed 2 hour "Sexual Harassment Training" online course that discussed federal and state anti-discrimination laws as well as company policies prohibiting sexual harassment, how to recognize harassment and also prevention.	1	Market President
3	7/13/2018	Participation in events or programs sponsored by educational institutions	Sales team representative Enrique Loera Senior Account Manager visited Fresno State students at campus to talk about working in Radio and being an Account executive. Upon completion of lecture Enrique allowed students to ask questions and obtain more information on working in radio.	1	Senior Account Manager