

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOF**EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018 ¹****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

¹ This Report was modified in September 2018 to address reporting issues.

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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
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 (source not directly contacted by SEU)	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 (via active sourcing, self-referral, and/or job board posting)	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	9/1/2017	Establishment of a mentoring program	During the reporting period, our SEU conducted a mentoring program for junior account executives. Appointed senior account executives provided overall career guidance and closely supervised each in their professional development, assisting with sales calls and procedural matters as well as sales events. After successfully completing the mentoring program, one of our junior account executives graduated into a senior account executive role.	10	
2	4/26/2018	Participation in events or programs sponsored by educational institutions	On April 26, 2018, our SEU's Senior Account Manager gave a lecture to Fresno State students about working in the broadcast industry generally and being an Account Executive in particular. Following the lecture, students were able to ask questions about career options in the broadcast industry.	1	
3	5/1/2018	Establishment of a mentoring program	During the reporting period, our SEU's Promotions Director mentored one of our Digital Content Coordinators to enhance her career potential in other aspects of the broadcast industry. The program included cross-training on the skills necessary to succeed in our promotions department. As a result of the mentorship program, the employee was promoted and her position was expanded to include the duties of an assistant promotions director.	2	
4	5/7/2018	Provision of training to management	On May 7-8, 2018, our SEU's Market President and Senior VP of Programming participated in a webinar presented by iHeartMedia Corporate entitled "California Workplace Harassment Prevention." The training provided guidance on methods of preventing harassment in the workplace and methods of promoting an equal opportunity work environment.	2	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	6/28/2018	Participation in Job Fairs	During the reporting period, our SEU participated in a virtual job fair coordinated by regionalhelpwanted.com. Our SEU ran on-air campaigns across all of our stations to promote awareness of and access to local employment opportunities, including opportunities at our SEU and in broadcasting more generally. Our on-air campaign directed listeners to a website dedicated to local job listings and resume collection.	1	