

KGB-FM, KHST-FM, KIOZ, KLSD, KMYI, KOGO, KSSX**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
Engineering Technical Support Technician Open Date: 7/7/2017 Hire Date: 8/7/2017	1-4, 6, 8-12, 15-16, 18-20, 22-23, 25-26, 29-38	15
Account Executive Open Date: 8/8/2017 Hire Date: 8/21/2017	1-4, 6-13, 16, 18, 20, 22-23, 25-28, 30-31, 33-39	7
Outside Account Executive (KOGO) Open Date: 8/31/2017 Hire Date: 11/16/2017	1-4, 6-13, 16, 18-20, 22-23, 25-28, 30-39	7
Account Executive Open Date: 11/1/2017 Hire Date: 11/16/2017	1-4, 6, 8-12, 16, 18-20, 22-23, 25-28, 30-39	12
Morning Show Producer - ROCK 105.3 Open Date: 11/13/2017 Hire Date: 1/2/2018	1-4, 6, 8-12, 14, 16, 18-20, 22-23, 25-28, 30-32, 34-41	40
Engineering Technical Support Technician Open Date: 11/15/2017 Hire Date: 12/26/2017	1-4, 6, 8-12, 14, 16, 18-20, 22-23, 25-28, 30-39	14
Account Executive Open Date: 1/29/2018 Hire Date: 1/31/2018	1-4, 6-9, 11-12, 16, 18, 20, 22-23, 25, 30-31, 33-34, 36, 39, 41	7
Board Operator Open Date: 3/30/2018 Hire Date: 5/7/2018	1-4, 6, 8-12, 16, 18-20, 22-23, 25, 27-28, 30-35, 39, 41	12
Account Executive Open Date: 4/24/2018 Hire Date: 6/12/2018	1-4, 6, 8-12, 16, 18-23, 25-26, 28, 30-35, 37-39, 41	21
Promotions Manager (KIOZ, KGB, KOGO, KLSD) Open Date: 5/1/2018 Hire Date: 6/18/2018	1-4, 6-12, 14, 16, 18-20, 22-23, 25-26, 28, 30-35, 37-41	7
General Sales Manager Open Date: 5/7/2018 Hire Date: 6/6/2018	1-12, 16, 18-20, 22-23, 25-26, 28, 30-35, 37-41	40
Graphic Design Support Open Date: 6/8/2018 Hire Date: 7/16/2018	1-4, 6, 8-13, 16-20, 22-26, 28, 30-35, 37-39, 41	17

KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX**EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018****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 & TV Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : www.arbradio.com Email : Doreen@ARBRadio.com Doreen n/a	Y	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 Department of Veterans Affairs 8810 Rio San Diego Dr San Diego, California 92108 Phone : (858) 505-6451 Url : www.calvet.ca.gov Email : simon.marquez@calvet.ca.gov Simon Marquez	Y	0
4	Center for Employment Training 4153 Market Street San Diego, California 92102-3500 Phone : 619-233-6829 Url : www.cetweb.org Email : swatchmen@cet2000.org S Watchmen	Y	0
5	Current Employee/Internal Promotion	N	1
6	Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversitysolutions.us Email : oran@diversitysolutions.us Oran Brown	Y	0
7	Employee Referral	N	5

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8	Goods Entertainment/ VoiceHunter.com California Phone : 800-867-9532 Url : www.goodsentertainment.com/About.htm Email : agoodman@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	Y	0
9	Goodwill Industries of San Diego County 3663 Rosecrans Street San Diego, California 92110 Phone : 619-225-2200 Url : www.sdgoodwill.org Email : babeyta@sdgoodwill.org Fax : 1-619-225-4784 Barbara Abeyta	Y	0
10	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Url : www.collegecentral.com/grossmont Pamela Benge Manual Posting	N	0
11	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
12	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	5
13	Indeed.com - Not Directly Contacted by SEU	N	4
14	Internal Candidate	N	5
15	Internal Posting	N	1

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16	Latter Day Saints Employment Service 4722 Mercury Street San Diego, California 92111 Phone : 858-279-2338 Email : draperkirkw@ldschurch.org Fax : 1-858-279-2527 Ed Womack	Y	0
17	Linked In 2029 Stierlin Ct Mountain View, California 94043 Phone : 180080080000 Url : www.linkedin.com Post A Job Manual Posting	N	3
18	Mediatech University 301 Oceanside Blvd. Oceanside, California 92054 Phone : 760-231-5368 Url : http://www.mediatech.edu Email : scott@mediatech.edu Fax : 1-760-231-1578 Scott Ragotskie	Y	0
19	Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 858-388-7335 Url : http://jobconnect.sdccd.edu Joseph Hankinson Manual Posting	N	0
20	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : www.nhmc.org Email : info@nhmc.org NHMC Job Postings	N	0
21	Non-Employee Referral	N	1

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22	North Coast Church 1132 N Melrose Drive Vista, California 92083 Phone : 760-724-6700 Url : www.northcoastchurch.com Email : jeanne@northcoastchurch.com Jeanne Bessant	Y	0
23	North County Coastal Career Center 1949 Avenida del Oro, Suite 106 Oceanside, California 92056 Phone : 760-414-3536 Email : hollychilds@workforce.org Holly Childs	N	0
24	Other Source	N	1
25	Palomar College 1140 West Mission Road San Marcos, California 92069 Phone : 760-744-1150 Url : www.palomar.edu Email : znavarro@palomar.edu Zeb Navarro	Y	0
26	Point Loma Nazarene University Online Job Board 3900 Lomaland Drive San Diego, California 92106 Phone : 619-849-2384 Url : www.pointloma.edu/CareerServices Fax : 1-619-849-2769 Student Employment Manual Posting	N	0
27	Rock Church Work Ministry 2277 Rosecrans Street San Diego, California 92106 Phone : 619-226-7625 Url : www.therock.thejobconnection.org Fax : 1-858-244-0858 Paige Cohen Manual Posting	N	0

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28	San Diego Christian College 200 Riverview Parkway Santee, California 92071 Phone : (619) 201-8726 Url : www.sdcc.edu Chontelle Crite Manual Posting	N	0
29	San Diego City College Career Center 1313 12th Avenue San Diego, California 92101 Phone : 619-388-3722 Url : http://jobconnect.sdccd.edu Transfer Center Manual Posting	N	0
30	San Diego Community College District - WorkAbility III Program 3375 Camino del Rio South Suite 275 San Diego, California 92108 Phone : 619-388-6810 Url : http://worka.sdccd.edu Email : rkrumm@sdccd.edu Fax : 1-619-388-6534 Rusty Krumm	Y	0
31	San Diego County Hispanic Chamber of Commerce P.O. Box 131548 San Diego, California 92170 Phone : 858-268-0790 Url : www.sdchcc.com Email : samya.sdchcc@gmail.com Fax : 1-858-840-6474 Samya France	Y	0
32	San Diego Mesa College Career Center 7250 Mesa College Drive Career Center I3-202 San Diego, California 92111 Phone : 858-627-2777 Url : http://jobconnect.sdccd.edu Sheri Endicott Manual Posting	N	0

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33	South Bay Community Services 430 F Street Chula Vista, California 91910 Phone : (619) 420-3620 Url : www.southbaycommunityservices.org Email : msamayoa@csbes.org Monica Samayoa	Y	0
34	South County Career Center/Rescare 1111 Bay Blvd. Chula Vista, California 91911 Phone : 619-628-0321 Url : http://southsdcareercenter.com Email : paulaceves@workforce.org Paul Aceves	Y	0
35	Southern California Broadcasters Association 5670 Wilshire Blvd., Suite 300 Los Angeles, California 90036 Url : www.scba.com Ellen Dostal Manual Posting	N	0
36	The Union of Pan Asian Communities 5348 University Avenue Suite 101 San Diego, California 92105 Phone : 619-229-6725 Url : www.upacsd.com Email : tnguyen@upacsd.com Fax : 1-619-229-2998 Tri Nguyen	Y	0
37	University of California, San Diego 9500 Gilman Drive La Jolla, California 92093 Phone : 858-534-6710 Url : https://ucsd-csm.symplicity.com Pat JaCoby Manual Posting	N	0
38	University of San Diego 5998 Alcalá Park HC 100 San Diego, California 92110 Phone : 619-260-4654 Url : https://usd-csm.symplicity.com Connie Wilson Manual Posting	N	0

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39	University of Southern California - Annenberg School of Communications 3502 Watt Way ASC 154 Los Angeles, California 90089 Phone : 213-821-1514 Url : www.usc.edu Email : meganh@usc.edu Fax : 1-213-740-8036 Megan Hutaff	N	0
40	Word of Mouth Referral	N	3
41	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:			29

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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	11/1/2017	Establishment of training programs for station personnel	During the 2017-2018 reporting period, our SEU offered Traffic Dept. training and mentoring to help our part time receptionist build her skills. Our Regional Traffic Director provided guidance and training to learn skills required to become a Traffic Coordinator. The employee received hands-on experience and shadowed staff to gain new skills from the ground up in order to maximize her career development potential.	3	PT Receptionist Regional Traffic Director Traffic Coordinator
2	1/1/2018	Establishment of training programs for station personnel	Our SEU offers training and mentoring to help Promotions Assistants advance in their careers. Our Remote Broadcast Technician provides guidance and instruction to learn how to handle broadcast engineering responsibilities at remote location broadcasts. Employees receive hands-on experience and shadow staff to gain new skills to maximize career development. The program includes instruction and guidance from the Remote Broadcast Technician in the form of shadow days during remote broadcasts.	3	Remote Broadcast Technician Engineering Manager Promotions Director
3	2/2/2018	Participation in scholarship programs	Our SEU participated in the San Diego Association of Black Journalists 2018 Scholarship program. One of our on-air Hosts plays a prominent role in interviewing, vetting candidates, and determining the eventual scholarship winners. In addition, our SEU contributes financially to the organization. Our SEU On Air personality is currently serving as president of the organization.	1	On Air Talent