

**KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX****EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>                        | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>  | <b>RS Referring<br/>Hiree</b> |
|---|---|-------------------------------|
| KGB/KIOZ Account Exec                   | 1-4, 6, 8-12, 14-15, 17-18, 20-25, 27,<br>29-38, 40         | 23                            |
| Account Executive - KOGO News Talk      | 1-9, 11-13, 15, 17, 20-24, 29-30, 32-33,<br>38, 40          | 5                             |
| Account Executive - KOGO News Talk      | 1-9, 11-13, 15, 17, 20-24, 29-30, 32-33,<br>38, 40          | 12                            |
| KGB/KIOZ Account Exec                   | 1-4, 6-12, 15, 17-18, 20-22, 24-25, 27-<br>34, 36-38, 40    | 7                             |
| KGB/KIOZ Account Exec                   | 1-4, 6-12, 15, 17-18, 20-22, 24-25, 27-<br>34, 36-38, 40    | 7                             |
| Promotions Manager for KHTS, KMYI, KSSX | 1-6, 8-12, 15, 17-18, 20-22, 24-34, 36-<br>38, 40           | 5                             |
| Sales Support                           | 1-6, 8-13, 15-22, 24-25, 27-34, 36-38,<br>40                | 5                             |
| Account Executive: KMYI, KHTS & KSSX    | 1-4, 6-12, 15, 17-18, 20-22, 24-25, 27-<br>34, 36-38, 40    | 7                             |
| Digital Sales Coordinator               | 1-4, 6-13, 15-18, 20-22, 24-25, 27-38,<br>40                | 7                             |
| Digital Sales Engineer                  | 1-4, 6-12, 15, 17-18, 20-25, 27-34, 36-<br>38, 40           | 7                             |
| Account Executive: KMYI, KHTS & KSSX    | 1-4, 6-9, 11-13, 15, 17, 20-22, 24, 29-<br>30, 32-33, 38-40 | 12                            |

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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                | Academy of Radio & TV Broadcasting<br>16052 Beach Blvd. Suite 263-N<br>Huntington Beach, California 92647<br>Phone : 714-842-0100<br>Url : www.arbradio.com<br>Email : Doreen@ARBRadio.com<br>Doreen n/a       | Y  | 0   |
| 2                | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : http://www.yourcba.com<br>Joe Berry<br>Manual Posting                            | N  | 0   |
| 3                | California Department of Veterans Affairs<br>8810 Rio San Diego Dr<br>San Diego, California 92108<br>Phone : (858) 505-6451<br>Url : www.calvet.ca.gov<br>Email : simon.marquez@calvet.ca.gov<br>Simon Marquez | Y  | 0   |
| 4                | Center for Employment Training<br>4153 Market Street<br>San Diego, California 92102-3500<br>Phone : 619-233-6829<br>Url : www.cetweb.org<br>Email : swatchmen@cet2000.org<br>S Watchmen                        | Y  | 0   |
| 5                | Current Employee   | N  | 4   |
| 6                | Diversity Solutions<br>P.O. Box 740948<br>San Diego, California 92174<br>Phone : 619-277-9099<br>Url : www.diversitysolutions.us<br>Email : oran@diversitysolutions.us<br>Oran Brown                           | Y  | 0   |
| 7                | Employee Referral  | N  | 9   |

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|------------------|--|--|---|
| 8                | Goods Entertainment/ VoiceHunter.com<br>California<br>Phone : 800-867-9532<br>Url : <a href="http://www.goodsentertainment.com/About.htm">www.goodsentertainment.com/About.htm</a><br>Email : <a href="mailto:agoodman@goodsentertainment.com">agoodman@goodsentertainment.com</a><br>Fax : 1-801-460-3100<br>Adam Goodman | Y  | 0   |
| 9                | Goodwill Industries of San Diego County<br>3663 Rosecrans Street<br>San Diego, California 92110<br>Phone : 619-225-2200<br>Url : <a href="http://www.sdgoodwill.org">www.sdgoodwill.org</a><br>Email : <a href="mailto:babeyta@sdgoodwill.org">babeyta@sdgoodwill.org</a><br>Fax : 1-619-225-4784<br>Barbara Abeyta        | Y  | 0   |
| 10               | Grossmont College<br>8800 Grossmont College Drive<br>El Cajon, California 92020<br>Phone : 619-644-7611<br>Url : <a href="http://www.collegecentral.com/grossmont">www.collegecentral.com/grossmont</a><br>Pamela Bengé<br>Manual Posting  | N  | 0   |
| 11               | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting  | N  | 0   |
| 12               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting  | N  | 4   |
| 13               | Indeed.com - Not Directly Contacted by SEU   | N  | 6   |
| 14               | Internal Candidate   | N  | 1   |

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|------------------|--|--|---|
| 15               | Latter Day Saints Employment Service<br>4722 Mercury Street<br>San Diego, California 92111<br>Phone : 858-279-2338<br>Email : draperkirkw@ldschurch.org<br>Fax : 1-858-279-2527<br>Ed Womack                   | Y  | 0   |
| 16               | Linked In<br>2029 Stierlin Ct<br>Mountain View, California 94043<br>Phone : 180080080000<br>Url : www.linkedin.com<br>Post A Job<br>Manual Posting   | N  | 2   |
| 17               | Mediatech University<br>301 Oceanside Blvd.<br>Oceanside, California 92054<br>Phone : 760-231-5368<br>Url : http://www.mediatech.edu<br>Email : scott@mediatech.edu<br>Fax : 1-760-231-1578<br>Scott Ragotskie | Y  | 0   |
| 18               | Miramar College<br>10440 Black Mountain Road<br>San Diego, California 92126<br>Phone : 858-388-7335<br>Url : http://jobconnect.sdccd.edu<br>Joseph Hankinson<br>Manual Posting                                 | N  | 0   |
| 19               | Mt. San Jacinto College<br>1499 North State Street<br>San Jacinto, California 92583<br>Phone : 951-639-5258<br>Url : www.msjc.edu<br>Kristen Burleson<br>Manual Posting  | N  | 0   |
| 20               | National Hispanic Media Coalition<br>55 S Grand Avenue<br>Pasadena, California 91105<br>Phone : (626) 792-6462<br>Url : www.nhmc.org<br>Email : info@nhmc.org<br>NHMC Job Postings                             | N  | 0   |

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|------------------|---|--|---|
| 21               | North Coast Church<br>1132 N Melrose Drive<br>Vista, California 92083<br>Phone : 760-724-6700<br>Url : www.northcoastchurch.com<br>Email : jeanne@northcoastchurch.com<br>Jeanne Bessant  | Y  | 0   |
| 22               | North County Coastal Career Center<br>1949 Avenida del Oro, Suite 106<br>Oceanside, California 92056<br>Phone : 760-414-3536<br>Email : hollychilds@workforce.org<br>Holly Childs   | N  | 0   |
| 23               | Other Source  | N  | 3   |
| 24               | Palomar College<br>1140 West Mission Road<br>San Marcos, California 92069<br>Phone : 760-744-1150<br>Url : www.palomar.edu<br>Email : znavarro@palomar.edu<br>Zeb Navarro   | Y  | 0   |
| 25               | Point Loma Nazarene University Online Job Board<br>3900 Lomaland Drive<br>San Diego, California 92106<br>Phone : 619-849-2384<br>Url : www.pointloma.edu/CareerServices<br>Fax : 1-619-849-2769<br>Student Employment<br>Manual Posting | N  | 0   |
| 26               | Previous Employee   | N  | 1   |
| 27               | San Diego Christian College<br>200 Riverview Parkway<br>Santee, California 92071<br>Phone : (619) 201-8726<br>Url : www.sdcc.edu<br>Chontelle Crite<br>Manual Posting   | N  | 0   |

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|------------------|--|--|---|
| 28               | San Diego City College Career Center<br>1313 12th Avenue<br>San Diego, California 92101<br>Phone : 619-388-3722<br>Url : <a href="http://jobconnect.sdccd.edu">http://jobconnect.sdccd.edu</a><br>Transfer Center<br>Manual Posting  | N  | 0   |
| 29               | San Diego Community College District - WorkAbility III Program<br>3375 Camino del Rio South Suite 275<br>San Diego, California 92108<br>Phone : 619-388-6810<br>Url : <a href="http://worka.sdccd.edu">http://worka.sdccd.edu</a><br>Email : <a href="mailto:rkrumm@sdccd.edu">rkrumm@sdccd.edu</a><br>Fax : 1-619-388-6534<br>Rusty Krumm | Y  | 0   |
| 30               | San Diego County Hispanic Chamber of Commerce<br>P.O. Box 131548<br>San Diego, California 92170<br>Phone : 858-268-0790<br>Url : <a href="http://www.sdchcc.com">www.sdchcc.com</a><br>Email : <a href="mailto:samya.sdchcc@gmail.com">samya.sdchcc@gmail.com</a><br>Fax : 1-858-840-6474<br>Samya France                                  | Y  | 0   |
| 31               | San Diego Mesa College Career Center<br>7250 Mesa College Drive Career Center I3-202<br>San Diego, California 92111<br>Phone : 858-627-2777<br>Url : <a href="http://jobconnect.sdccd.edu">http://jobconnect.sdccd.edu</a><br>Sheri Endicott<br>Manual Posting   | N  | 0   |
| 32               | South Bay Community Services<br>430 F Street<br>Chula Vista, California 91910<br>Phone : (619) 420-3620<br>Url : <a href="http://www.southbaycommunityservices.org">www.southbaycommunityservices.org</a><br>Email : <a href="mailto:msamayoa@csbcs.org">msamayoa@csbcs.org</a><br>Monica Samayoa  | Y  | 0   |

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|------------------|--|--|---|
| 33               | South County Career Center/Rescare<br>1111 Bay Blvd.<br>Chula Vista, California 91911<br>Phone : 619-628-0321<br>Url : <a href="http://southsdcareercenter.com">http://southsdcareercenter.com</a><br>Email : paulaceves@workforce.org<br>Paul Aceves  | Y  | 0   |
| 34               | Southern California Broadcasters Association<br>5670 Wilshire Blvd., Suite 300<br>Los Angeles, California 90036<br>Url : <a href="http://www.scba.com">www.scba.com</a><br>Ellen Dostal<br>Manual Posting  | N  | 0   |
| 35               | The Union of Pan Asian Communities<br>5348 University Avenue Suite 101<br>San Diego, California 92105<br>Phone : 619-229-6725<br>Url : <a href="http://www.upacsd.com">www.upacsd.com</a><br>Email : <a href="mailto:tnguyen@upacsd.com">tnguyen@upacsd.com</a><br>Fax : 1-619-229-2998<br>Tri Nguyen<br><br>Prong 2 Ended Date: 1/21/2019 | N  | 0   |
| 36               | University of California, San Diego<br>9500 Gilman Drive<br>La Jolla, California 92093<br>Phone : 858-534-6710<br>Url : <a href="https://ucsd-csm.symplicity.com">https://ucsd-csm.symplicity.com</a><br>Pat JaCoby<br>Manual Posting  | N  | 0   |
| 37               | University of San Diego<br>5998 Alcalá Park HC 100<br>San Diego, California 92110<br>Phone : 619-260-4654<br>Url : <a href="https://usd-csm.symplicity.com">https://usd-csm.symplicity.com</a><br>Connie Wilson<br>Manual Posting  | N  | 0   |

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|--|---|--|---|
| 38   | University of Southern California - Annenberg School of Communications<br>3502 Watt Way ASC 154<br>Los Angeles, California 90089<br>Phone : 213-821-1514<br>Url : www.usc.edu<br>Email : meganh@usc.edu<br>Fax : 1-213-740-8036<br>Megan Hutaff | N  | 0   |
| 39   | Unknown Referral Source   | N  | 3   |
| 40   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com                            | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>33</b>   |



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|   | <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 | 10/27/2018  | Co Sponsoring Job Fair                                   | iHeartMedia co-sponsored a Free Career Day with NATPE educational foundation. A SEU Program Director was a panelist on the Scholarship Committee and an On Air talent met 1 on 1 to give valuable advice to prospective candidates.   | 2                                   | Program Director<br>On Air talent                       |
| 2 | 4/6/2019    | Participation in events sponsored by community groups    | Participated in the 2019 Girls Empowerment Conference by Girl Force USA. Our KHTS personality spoke to young women in the community about the possibilities within broadcasting and specifically the important role that confidence plays in their career and personal growth.  | 3                                   | On Air talent<br>On Air talent<br>Regional President    |
| 3 | 5/1/2019    | Establishment of training programs for station personnel | During the 2018-2019 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                                   | Traffic Director<br>Traffic Coordinator<br>Receptionist |