

KFIV, KJSN, KMRQ, KOSO, KQOD, KWSX
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 7/17/2018 Hire Date: 12/10/2018	1-3, 5-11, 13-17, 19	8
Account Executive Open Date: 3/15/2019 Hire Date: 5/20/2019	1-7, 9-14, 16-19	18

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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	All Access 28955 Pacific Coast Hwy Suite 210 5 Malibu, California 90265 Url : www.allaccess.com Career Services Manual Posting	N	0
2	California Broadcasters Assoc 915 L St Suite 1150 Sacramento, California 95814 Url : www.cabroadcasters.org Career Services Manual Posting	N	0
3	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
4	Career Builder 200 N. LaSalle Street, Chicago, Illinois 60601 Phone : 312-698-0383 Url : http://www.careerbuilder.com/ Email : Kate.Peterson@careerbuilder.com Kate Peterson Peterson	N	0
5	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
6	Careerbuilder.com 200 N. LaSalle St. Suite #1100 Chicago, Illinois 60601 Url : http://www.careerbuilder.com/ Sandy Close 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
7	Direct Employers 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 n/a n/a Manual Posting	N	0
8	Employee Referral	N	1
9	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
10	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
11	Indeed.com - Not Directly Contacted by SEU	N	5
12	Job Board	N	1
13	Job Fair Section III Modesto-Stockton, California 93906 Sandy C Lose Manual Posting	N	0
14	Jobs.Net 200 N. LaSalle St Suite #1100 Chicago, Illinois 60601 Phone : 209-551-1306 Sandy Close Manual Posting	N	0
15	LinkedIn / Word of Mouth	N	1
16	On-Air Announcements (One or More SEU Stations) 2121 Lancey Dr Modesto, California 95355 Url : www.koso92.9.com Career Services 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
17	WilsonHCG 400 N. Ashley Dr. #3000 Tampa , Florida 33602 Corporate Recruiter Manual Posting	N	0
18	Word of Mouth Referral	N	1
19	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:			9

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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	8/30/2018	Participation in events or programs sponsored by educational institutions	On August 30, 2018, our SEU participated in the Empire Health and Wellness Fair. Students and families came to our station hosted booth to educate and inform the public participants of career opportunities within the broadcast industry, as well as a Q&A session.	1	Promotion Director
2	11/14/2018	Participation in Job Fairs	On November 14, 2018, our SEU's Local Sales Manager and Senior Account Executive attended The Incredible Networking Event held by the Stanislaus Veterans Center. Participated in speed networking, business growth lecture and manned a booth displaying station information. Possible candidates were able to speak with our team regarding broadcasting career opportunities.	6	Senior Account Executive Local Sales Manager
3	3/1/2019	Participation in events or programs sponsored by educational institutions	Modesto Junior College - Latina Leadership Network International Woman's Day Scholarship Dinner	1	Promotion Director
4	5/3/2019	Participation in Job Fairs	On May 3, 2019, our SEU participated in a Networking and Trade Show put on by the Stanislaus Veterans Center. Our Senior Account Executive and Local Sales Manager manned our station booth displaying information about our stations and answering questions about career opportunities within our broadcasting industry and specific local positions.	6	Senior Account Executive Local Sales Manager
5	5/29/2019	Participation in events or programs sponsored by educational institutions	On May 29, 2019, our SEU hosted high school students from Modesto Sound Summer School for a station tour. Students were able to see our facilities and speak with our On-Air Personalities and Promotions Director. Following the tour, students participated in a Q&A session where they had the opportunity to ask questions about careers in broadcasting.	6	Creative Production Designer SVP of Programming

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	6/24/2019	Participation in events or programs sponsored by educational institutions	On June 24, 2019, our SEU hosted a local Boy Scout Troop for a station tour. Students were able to see our facilities and speak with our On-Air Staff and Programming Director. Following the tour a Q&A session was held where they were able to ask questions about careers in broadcasting.	6	SVP Programming
7	7/1/2019	Establishment of a mentoring program	During the reporting period, our SEU's Promotions Director mentored one of our Promotion 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's responsibilities were expanded to include the duties of an assistant promotions director.	6	Promotion Director