

KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
Producer Armstrong & Getty Show	1-16	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American River College 4700 College Oak Drive Sacramento, California 95841 Email : CareerInfo@arc.losrios.edu Career Services	N	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	Folsom Lake College 10 College Parkway Folsom, California 95630 Email : flc-careertransfer@flc.losrios.edu Career Services	N	0
4	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8623 Url : http://www.gsul.org Email : media@gsul.org Fax : 1-916-614-9001 Erica Cardenas	N	0
5	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
6	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
7	Indeed.com - Not directly contacted by SEU	N	1
8	Internal Posting	N	1

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9	LinkedIn - Not directly contacted by SEU	N	1
10	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	0
11	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California 95811 Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-307-5251 Matt Bodourian	N	0
12	Sierra College 5100 Sierra College Blvd Rocklin, California 95677 Email : ctc@sierracollege.edu Career Services	N	0
13	Society of Broadcast Engineers 9102 N Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-486-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
14	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : careerrecruiting@ucdavis.edu Fax : 1-916-752-0411 Job Coordinator	Y	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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16	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	11/18/2022	Participation in events or programs sponsored by educational institutions	Tour of station and career talk to members of the Chico State University Phi Chi Theta Business Leader Group	1	Director of marketing
2	2/3/2023	Participation in other activities designed by the station employment unit	EEO Outreach to groups to discuss and engage for employment ops with iHeartMedia Sacramento.	1	Director of Marketing
3	2/28/2023	Participation in Job Fairs	: iHeart used our virtual booth to recruit candidate for hire. Candidates could post questions in our “booth chat” and or have conversations 1:1. We have several scheduled meetings (some chat some video) to have deeper discussions on opportunities and to provide connection, motivation, inspiration a specially designed hybrid format. https://www.caconferenceforwomen.org/	1	VP of Sales
4	5/1/2023	Hosting of Job Fair	iHeartMedia promoted and hosted a booth at the Sacramento State Media Career Fair. We had our area with our staff, our signage, displays, materials etc, and spoke to those interested in a job in media. We had one team member reviewing resumes in the resume review area. We also had another team member chat in the “recent graduate lounge” to share experiences of transitioning from school to work. We also participated in two interactive sessions, discussing “Creating Content” and “News”.	6	various positions
5	6/28/2023	Provision of training to management	On June, 2023, our SEU’s VP of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	VP of sales

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6	6/28/2023	Provision of training to management	On June, 2023, our SEU's VP of Sales took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	VP of sales
7	6/28/2023	Provision of training to management	In June, 2023, our SEU's VP of Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	VP of sales
8	6/28/2023	Provision of training to management	On June, 2023, our SEU's VP of Sales took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	VP of sales