

**KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSO****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Integrated Media Marketing Specialist	1-10, 12-22	16
Integrated Media Marketing Specialist	1-10, 12-22	17
Integrated Media Specialist	1-15, 18-22	11

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	All Access Music Group 28955 Pacific Coast Highway ste 210 Malibu, California 90265 Phone : 310 457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Asian American Journalist Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaaja.org Email : national@aaaja.org Fax : 1-415-346-6343 Albert Lee	N	0
3	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
4	Calif. State Univeristy Chico, Career Placement 400 West First Street Chico, California 95929 Phone : 530-898-5253 Email : careers@calstatela.edu Meagan Odom	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
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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
7	Central California Hispanic Chamber of Commerce 2331 Fresno St Fresno, California 93721 Phone : 559 495-4817 Email : info@cchcc.biz Fax : 1-559-495-4811 Lorena Martinez	N	0
8	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0
9	Chicano Youth Center 50 North Calavares Fresno, California 93721 Phone : 559 497-8552 Email : chicanoyouthcenter@gmail.com Fax : 1-559-497-5527 Career Services	N	0
10	DeVry University 7575 N Fresno St Fresno, California 93720 Email : sstarcher@devry.edu Sharon Starcher	N	0
11	Employee Referral	N	1
12	Fresno City College 1101 East University Ave Fresno, California 93704 Phone : 559 486-0173 Email : martin.herb@fresnocitycollege.edu Fax : 1-559-264-1156 Career Services	N	0
13	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Email : hroffice@fresnoeoc.org Fax : 1-559-263-1187 Career Services	N	0

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14	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
15	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
16	Indeed.com - Not directly contacted by SEU	N	2
17	LinkedIn - Not directly contacted by SEU	N	3
18	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	0
19	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Email : <a href="mailto:careerservices@mjc.edu">careerservices@mjc.edu</a> Fax : 1-209-575-6408 Career Services	N	0
20	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : <a href="mailto:sjvconline@sjvc.edu">sjvconline@sjvc.edu</a> Fax : 1-559-735-0219 SJVC Online	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
21	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : WFCinterest@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	N	0
22	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<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	6/28/2023	Provision of training to management	In June, 2023, our SEU's Area President 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	Area President
2	6/28/2023	Provision of training to management	On June, 2023, our SEU's Area President 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	Area President
3	6/28/2023	Provision of training to management	On June, 2023, our SEU's Area President 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	Area President
4	6/28/2023	Provision of training to management	On June, 2023, our SEU's Area President 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	Area President