

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD
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
General Sales Manager	1-9, 11-14, 19-25, 27	14
Outside Account Executive - Automotive	1-9, 11-15, 19-25, 27	15
Outside Account Executive	1-16, 19-27	19
Outside Account Executive	1-16, 19-27	19
Outside Account Executive	1-16, 19-27	10
Morning Show Co-Host	1-8, 10-14, 19-25, 27	10
AMD On-Air Talent	1-8, 11-14, 17-22, 24-25, 27	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	14Th Annual Latina Business Workshop Conference 7500 West Lane S 111 Stockton, California 95207 Phone : 209-468-3500 Fax : 1-209-228-2991 Daryl Fitzgerald	N	0
2	All Access 28955 Pacific Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 General Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
3	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : National@aja.org KATHY CHOW	N	0
4	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	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 Broadcasters Association (CBA) 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : www.yourcba.com Email : members@yourcba.com Fax : 1-916-444-2043 Stan Statham	N	0

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7	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0
8	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Email : linker2@crossroadsstaffing.com Fax : 1-916-457-4439 Career Services	N	0
9	Department of Rehabilitation 1234 Indiana Street San Francisco, California 94107 Phone : 415-282-9675 ext 212 Karis Bituin Manual Posting Prong 2 Ended Date: 10/19/2022	N	0
10	Employee Referral	N	6
11	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : http://www.edd.ca.gov/ Email : sfjobs@edd.ca.gov Tom Swinnerton	Y	0
12	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : www.helixopp.com Email : dfazio@helixopp.com David Fazio	Y	0

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13	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
14	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
15	iHM Human Capital Acquisition	N	4
16	Indeed.com - Not directly contacted by SEU	N	1
17	Internal Candidate	N	2
18	Internal Transfer/Promotion	N	1
19	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	19
20	Media News Group PO Box 909 San Jose, California 95106 Phone : 303.954.6360 Email : cnmaininfo@cnma.org career Services	N	0
21	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : http://broadcastcareerlink.nabef.org/hr/jobs/ Email : nab@nab.org Career Service	N	0

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22	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102205294 Email : sabrinap@rubiconprograms.org Career Services	Y	0
23	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Daniel Newell Manual Posting	N	0
24	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : employmentservices@sfcenter.org Mia Satya	Y	0
25	University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Christine Haruta Manual Posting	N	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	3
27	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	8/1/2022	Establishment of a mentoring program	Our SEU established a mentoring program for one of our on-air talent employees that ran from August 2022 through July 2023. The program was led by our SVP of Programming and was designed to cross-train and mentor the on-air talent on the skills needed to qualify for programming positions. Several skillsets were covered, including promotional skills, people management strategies, program researching, and music scheduling software tutorials. The mentoring program included weekly meetings, all aimed at maximizing the mentee's career development potential.	2	Area President SVP Programming On-Air Talent
2	4/13/2023	Participation in events or programs sponsored by educational institutions	On April 13, 2023, our SEU hosted St. Xavier High School for a station tour. Our VP Director of Sales and Executive Assistant gave the students a tour of our facilities, spoke about programming, promotions and sales, and studio equipment. Our SEU's participants discussed different roles within the broadcasting field and students were able to ask questions about career opportunities.	2	VP Director of Sales Executive Assistant
3	6/21/2023	Provision of training to management	On June 21, 2023, our SEU's Market 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	Market President
4	6/21/2023	Provision of training to management	On June 21, 2023, our SEU's Market 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	Market President

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5	6/21/2023	Provision of training to management	On June 21, 2023, our SEU's Market 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	Market President
6	6/21/2023	Provision of training to management	On June 21, 2023, our SEU's Market 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	Market President