

**KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 - July 31, 2024**

**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	1-15, 17-20, 22-26	14
Account Executive	1-15, 17-20, 22-26	9
Senior Vice President of Sales - Bay Area, CA	1-8, 10-13, 17-20, 23-24, 26	17
Vice President of Sales	1-13, 17-20, 23-24, 26	9
Account Executive	1-8, 10-13, 17-20, 23-26	25
Vice President of Sales	1-8, 10-13, 17-21, 23-24, 26	17
Program Director	1, 3-13, 16-21, 23-24, 26	16

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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 : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
3	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : <a href="mailto:National@aja.org">National@aja.org</a> KATHY CHOW	N	0
4	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : <a href="mailto:info@babja.org">info@babja.org</a> 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 : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
6	California Broadcasters Association (CBA) 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">www.yourcba.com</a> Email : <a href="mailto:members@yourcba.com">members@yourcba.com</a> Fax : 1-916-444-2043 Stan Statham	N	0

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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>
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	Employee Referral	N	6
10	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : <a href="http://www.edd.ca.gov/">http://www.edd.ca.gov/</a> Email : sfjobs@edd.ca.gov Tom Swinnerton	Y	0
11	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : <a href="http://www.helixopp.com">www.helixopp.com</a> Email : dfazio@helixopp.com David Fazio	Y	0
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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
14	iHM Human Capital Acquisition	N	7
15	Indeed.com - Not directly contacted by SEU	N	1
16	Internal Candidate	N	2
17	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/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	11
18	Media News Group PO Box 909 San Jose, California 95106 Phone : 303.954.6360 Email : <a href="mailto:cnmaininfo@cnma.org">cnmaininfo@cnma.org</a> career Services	N	0
19	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : <a href="http://broadcastcareerlink.nabef.org/hr/jobs/">http://broadcastcareerlink.nabef.org/hr/jobs/</a> Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Service	N	0
20	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102205294 Email : <a href="mailto:sabrinap@rubiconprograms.org">sabrinap@rubiconprograms.org</a> Career Services	Y	0

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21	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Daniel Newell Manual Posting	N	0
22	Station Website Posting (navigation link to corporate careers website)	N	1
23	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : employmentservices@sfcenter.org Mia Satya	Y	0
24	University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Christine Haruta Manual Posting	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	4
26	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</b>

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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	8/1/2023	Establishment of a mentoring program	During 2023 - 2024 our SEU's Digital Content Manager participated in a mentoring program led by our VP of Marketing. This program was specifically designed to support the Digital Content Manager's growth and development in preparation for future opportunities. The mentoring program included comprehensive leadership training during which the mentee took on the responsibility of training the street team members. Her focus was on capturing digital content and events and creating effective social media posts. This hands-on experience is aimed at maximizing her career development potential.	2	VP of Marketing Digital Content Manager
2	11/30/2023	Participation in events or programs sponsored by educational institutions	On November 30, 2023, our SEU our hosted a station tour for San Francisco State University BECA students. They discussed different roles within broadcast – i.e. programming, promotions and sales, the different equipment and set ups used and at the studio. Students were able to have a Q&A with different SEU representatives from different departments.	4	On-Air Talent & Community Engagement Director VP of Sales Traffic/News Reporter Marketing Director
3	11/30/2023	Participation in events or programs sponsored by educational institutions	On November 30, 2023, our SEU hosted a station tour for San Francisco State University BECA students. Our SEU discussed the different roles within broadcasting. Additionally, students were able to have a Q&A with different departments which included sales, promotions and programming.	4	On-Air Talent and Community Engagement Director VP of Sales Marketing Director Traffic/New Reporter
4	4/17/2024	Participation in events sponsored by organizations representing the community	On April 17, 2024, our SEU hosted and participated in a speed mentoring event with the Bay Area Media and Ad Community to mentor local community members about the skills needed to succeed in a broadcasting career. Mentors from the Bay Area media community spoke with mentee attendees about different skillsets and career opportunities in broadcasting, including promotions, sales, and production.	2	VP Director of Sales VP of Sales

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5	6/4/2024	Participation in events or programs sponsored by educational institutions	On June 4, 2024, our SEU's On-Air Talent, Events and Activation Manager, and Activations Support Staff hoisted a station tour with UC Berkeley Theatre Concert Career Pathways Interns. They discussed different roles within broadcast – i.e. programming, promotions and Traffic and Weather stations (TTWN), Facts, history, and operational function of iHeartMedia. Interns were able to have a Q&A with different departments, promotions, and programming.	4	On-Air Talent On-Air Talent Promotion Events Support Activations Support Staff