

KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE
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	1-2, 5-8, 10, 14-16, 18-19	18
Vice President of Sales	1-2, 5-8, 10, 14-17, 19	17
Account Manager	1-8, 10, 14-16, 19	4
Producer	1-2, 5-10, 14-16, 19	9
Outside Account Executive	1-2, 5-8, 10-11, 13-16, 19	10
Outside Account Executive	1-2, 5-8, 10-11, 13-16, 19	13
Outside Account Executive	1-2, 5-8, 10, 12, 15-16, 19	12

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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	California State University, Sacramento 6000 J Street Sacramento, California 95819 Phone : 916-278-6231 Url : https://www.csus.edu/student-life/career-center/ Career Services Manual Posting	N	0
4	Employee Referral	N	1
5	Folsom Lake College 10 College Parkway Folsom, California 95630 Email : fkc-careertransfer@fkc.losrios.edu Career Services	N	0
6	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
7	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

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8	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
9	Internal Posting	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	1
11	Los Rios Community College (Cosumnes River College) 8401 Center Parkway Sacramento, California 95823 Phone : 916-691-7343 Url : https://crc.losrios.edu/academics/internships-and-Cameron_Whitfield Manual Posting	N	0
12	Non-Employee Referral	N	1
13	On-Air Announcement (One or More SEU Stations)	N	1
14	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
15	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

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16	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
17	Unknown (source not adequately identified upon inquiry by SEU)	N	1
18	Walk in/Self-Referral Source	N	1
19	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:			7

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/13/2024	Participation in events or programs sponsored by educational institutions	On March 13, 2024, our SEU's Director of Marketing and Activation served as a speaker at Katherine Johnson Middle School on Wednesday, March 13th, 2024. He discussed his career path in broadcasting and with iHeart Media, how to break into the broadcast industry, and the educational requirements for a career in broadcasting.	1	Director of Marketing & Activation
2	4/24/2024	Participation in events or programs sponsored by educational institutions	On April 24, 2024, our SEU hosted a talk about media and iHeartMedia followed by a station tour that included students visiting KFBK News Radio during afternoon drive so students could get a "behind the scenes tour" of how a new room works. They also met with KFBK Digital News Producer and KZIS personalities "Strawberry and Lizete" while they were doing their show to learn about their paths to jobs in the broadcasting industry.	4	Director of Marketing & Activation Digital News Editor Afternoon Drive Host Afternoon Drive Host