

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

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
Outside Account Executive	1-8, 10-12, 15-17, 19-22, 24	15
Outside Account Executive	1-8, 10-12, 15-17, 19-22, 24	15
Vice President of Sales	1-24	18

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : National@aaaja.org KATHY CHOW	N	0
3	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
4	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
5	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
6	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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
9	Glassdoor - Not directly contacted by SEU	N	1
10	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
11	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
12	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	1
13	iHM Human Capital Acquisition	N	1
14	Indeed.com - Not directly contacted by SEU	N	1

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	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	9
16	Media News Group PO Box 909 San Jose, California 95106 Phone : 303.954.6360 Email : ccnmaininfo@ccnma.org career Services	N	0
17	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
18	Non-Employee Referral	N	1
19	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102205294 Email : sabrinap@rubiconprograms.org Career Services	Y	0
20	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Daniel Newell Manual Posting	N	0
21	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : employmentservices@sfcenter.org Mia Satya	Y	0

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Christine Haruta Manual Posting	N	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	1
24	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:			15

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/10/2024	Participation in Job Fairs	On October 10, 2024, our SEU's Vice President of Sales and Account Executive participated in the Stanford Fall Career Fair. They discussed job opportunities with attendees looking to get into sales and spoke about other open opportunities at iHeartMedia San Francisco. They had multiple conversations with potential candidates and collected multiple resumes for various roles.	2	VP of Sales Account Executive
2	12/1/2024	Establishment of a mentoring program	From December 1, 2024, through June 30, 2025, 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 Lead

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	12/10/2024	Participation in events or programs sponsored by educational institutions	On December 10, 2024, our SEU hosted a station tour for San Francisco State Students (BECA Department). The students received a “behind the scenes” view of our broadcast operations. Our SEU discussed careers in radio and spoke about employment opportunities in broadcasting at iHeart Media specifically within Broadcasting and Sales. Our SEU handed out station information and the students were able to have Q &A with the different departments: Programming, Sales, and News and Traffic. Participants included our Vice President of Sales, Vice President of Marketing, Traffic Operations Manager, Traffic and News Reporter, On Air Talent/Community Engagement Director, and other On-Air Talents.	4	VP of Sales VP of Marketing On-Air Talent & Community Engagement Director Manager, Traffic Operations
4	2/1/2025	Establishment of a mentoring program	From February 1, 2025 through May 31, 2025, our Event Support Staff member participated in a mentoring program led by the Program Director of KMEL. This program was specifically designed to support the Event Support Staff member'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 learning techniques and practice of on-air voice work and on-air hosting. His focus was on learning effective on-air delivery and elements needed to successfully host an on-air ratio shift. This hands-on experience is aimed at maximizing his career development potential.	2	Program Director Promotions Event Support

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/27/2025	Participation in events sponsored by organizations representing the community	On February 27, 2025, Our SEU participated in the San Francisco Mayor's Music Week. The event focused on the history and impact of Filipinos in the Bay Area's concert and nightlife scene, while also exploring the community's vision for the future. Our SEUs Community Engagement Director/On-Air Talent served as moderator and speaker and shared her personal journey in broadcasting and provided an overview of her current roles at iHeart Media. She offered insights into how to break into the industry, the educational requirements involved, and the various career opportunities available in media.	1	On-Air Talent & Community Engagement Director
6	3/20/2025	Participation in events sponsored by organizations representing the community	On March 20, 2025, our SEU hosted students from the Stephen Stagner Sales Excellence Institute at C.T. Bauer College of Business for a behind-the-scenes tour of our broadcast operations. Our Vice President and Director of Sales discussed careers in broadcasting and sales at iHeartMedia. Attendees also met with On-Air Talents who shared their career journeys and tips for success. The visit concluded with an engaging Q&A session.	3	VP and Director of Sales On-Air Talent On-Air Talent
7	4/2/2025	Participation in events or programs sponsored by educational institutions	On April 2, 2025, our SEU hosted a station tour for Encinal High School. The students received a "behind the scenes" view of our broadcast operations. Our SEU discussed careers in radio and spoke about employment opportunities in broadcasting at iHeart Media specifically within Broadcasting and Sales. Our SEU handed out station information and the students were able to have Q &A with the different departments: Programming, Sales, and News and Traffic. Participants included our Broadcast Program Director, On Air Talent/Community Engagement Director, Traffic and News Reporter, and other On-Air Talents.	4	Broadcast Program Director On-Air Talent & Community Engagement Director Traffic/News Reporter On-Air Talent

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/25/2025	Participation in events or programs sponsored by educational institutions	On April 25, 2025, our On-Air Talent served as a speaker at the Black Student Success Week at Merrit College. She addressed her career path in broadcasting, her role as an On-Air Personality, how to break into the broadcast industry, and the educational requirements for a career in broadcasting. She also held a Q&A for the students.	1	On-Air Talent
9	4/25/2025	Participation in events or programs sponsored by educational institutions	On April 25, 2025, our On-Air Talent served as a speaker at the Black Student Success Week at the College of San Mateo. He addressed his career path in broadcasting, his role as an On-Air Personality, how to break into the broadcast industry, and the educational requirements for a career in broadcasting. He also held a Q&A for the students.	1	On-Air Talent