

**KGB-FM, KHTS-FM, KIOZ-FM, KLSD-AM, KMYI-FM, KOGO-AM, KSSX-FM****EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data**

| <b>Job Title</b>                                    | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>          | <b>RS Referring<br/>Hiree</b> |
|---|---|-------------------------------|
| Engineer  | 1-6, 10, 12-15, 17-19, 21-30, 32-37, 39-49, 51-55                   | 32                            |
| News Anchor/Host                                    | 1-4, 6, 10, 12-15, 17-18, 21, 23-30, 33-37, 39-45, 47, 51, 54, 56   | 56                            |
| News Anchor/Host                                    | 1-4, 6, 10, 12-15, 17-18, 21, 23-30, 33-37, 39-45, 47, 51, 54, 56   | 56                            |
| News Anchor/Host                                    | 1-4, 6, 10, 12-15, 17-18, 21, 23-30, 33-37, 39-45, 47, 51, 54, 56   | 56                            |
| News Reporter                                       | 1-4, 6, 10, 12-15, 17-18, 21, 23-30, 33-37, 39-45, 47, 51, 54       | 17                            |
| News Editor   | 1-4, 6, 10, 12-15, 17-18, 21, 23-30, 33-37, 39-45, 47, 51, 54, 56   | 56                            |
| Executive Producer/Reporter, Sports                 | 1-4, 6, 10, 12-15, 17-18, 21, 23-30, 33-37, 39-45, 47, 51, 54, 56   | 56                            |
| Automotive Account Executive-San Diego              | 1-7, 10, 12-18, 21-30, 33-37, 39-45, 47-49, 51-55                   | 22                            |
| Automotive Account Executive-San Diego              | 1-7, 10, 12-18, 21-30, 33-37, 39-45, 47-49, 51-55                   | 55                            |
| Rock Radio Account Executive                        | 1-7, 10, 12-18, 21-30, 33-37, 39-45, 47-49, 51-54, 56               | 56                            |
| Sales Assistant                                     | 11  | 11                            |
| Account Executive News Talk                         | 1-6, 10, 12-19, 21, 23-29, 33-37, 39-45, 47-48, 50-54               | 17                            |
| Account Executive Rock Radio                        | 1-6, 10, 12-19, 21, 23-29, 33-37, 39-45, 47-48, 50-54               | 18                            |
| News Editor - (San Diego, CA)                       | 1-6, 10, 12-18, 20-21, 23-29, 33-34, 36-37, 39-45, 47-48, 50-54, 56 | 56                            |
| Account Executive - (San Diego, CA)                 | 1-6, 10, 12-18, 21, 23-28, 33-37, 39-45, 47-48, 50-54, 56           | 56                            |
| Director of Promotions-WOW, San Diego, CA           | 1-6, 9-10, 12-18, 21, 23-28, 32-37, 39-45, 47-48, 50-54             | 9                             |
| Director of Promotions-WOM & Talkers, San Diego, CA | 1-6, 8, 10, 12-18, 21, 23-28, 33-37, 39-45, 47-48, 50-54, 56        | 56                            |
| Promotions Coordinator                              | 1-6, 9-10, 12-18, 21, 23-28, 33-45, 47-48, 50-54                    | 9                             |
| On-Air Co-Host                                      | 11  | 11                            |
| Account Executive                                   | 1-6, 10, 12-18, 21, 23-28, 31, 33-45, 47-48, 50-54, 56              | 56                            |
| General Sales Manager                               | 1-6, 10, 12-18, 21, 23-28, 33-45, 47-48, 50-56                      | 56                            |

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| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|--|--|---|
| 1                    | Academy of Radio & TV Broadcasting<br>16052 Beach Blvd. Suite 263-N<br>Huntington Beach, California 92647<br>Phone : 714-842-0100<br>Url : <a href="http://www.arbradio.com">www.arbradio.com</a><br>Email : <a href="mailto:Doreen@ARBRadio.com">Doreen@ARBRadio.com</a><br>Doreen n/a                | Y  | 0   |
| 2                    | AMFM Jobs/Broadcast Employment Services<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a><br>Fax : 1-760-754-2115<br>Mark Holloway<br>Manual Posting   | N  | 0   |
| 3                    | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a><br>Joe Berry<br>Manual Posting   | N  | 0   |
| 4                    | California Department of Veterans Affairs<br>8810 Rio San Diego Dr<br>San Diego, California 92108<br>Phone : (858) 505-6451<br>Url : <a href="http://www.calvet.ca.gov">www.calvet.ca.gov</a><br>Email : <a href="mailto:simon.marquez@calvet.ca.gov">simon.marquez@calvet.ca.gov</a><br>Simon Marquez | Y  | 0   |
| 5                    | California State University San Marcos<br>Craven Hall 1400<br>San Marcos, California 92096<br>Phone : 760-750-4900<br>Url : <a href="https://cssm-csm.symplicity.com">https://cssm-csm.symplicity.com</a><br>Fax : 1-760-750-3142<br>Career Services<br>Manual Posting                                 | N  | 0   |

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|------------------|--|--|---|
| 6                | Center for Employment Training<br>4153 Market Street<br>San Diego, California 92102-3500<br>Phone : 619-233-6829<br>Url : <a href="http://www.cetweb.org">www.cetweb.org</a><br>Email : <a href="mailto:swatchmen@cet2000.org">swatchmen@cet2000.org</a><br>S Watchmen   | Y  | 0   |
| 7                | Craig's List<br>P.O. Box 225159<br>San Francisco, California 94122<br>Url : <a href="http://www.craigslis.com">www.craigslis.com</a><br>Career Services<br>Manual Posting  | N  | 0   |
| 8                | Current Employee   | N  | 1   |
| 9                | Current Employee/Internal Promotion  | N  | 2   |
| 10               | Diversity Solutions<br>P.O. Box 740948<br>San Diego, California 92174<br>Phone : 619-277-9099<br>Url : <a href="http://www.diversitysolutions.us">www.diversitysolutions.us</a><br>Email : <a href="mailto:oran@diversitysolutions.us">oran@diversitysolutions.us</a><br>Oran Brown  | Y  | 0   |
| 11               | Exigent Circumstances  | N  | 2   |
| 12               | GlassDoor<br>1 Harbor Dr Ste 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a><br>OpenHire Source<br>Manual Posting  | N  | 0   |
| 13               | Goods Entertainment/ VoiceHunter.com<br>California<br>Phone : 800-867-9532<br>Url : <a href="http://www.goodsentertainment.com/About.htm">www.goodsentertainment.com/About.htm</a><br>Email : <a href="mailto:agoodman@goodsentertainment.com">agoodman@goodsentertainment.com</a><br>Fax : 1-801-460-3100<br>Adam Goodman | Y  | 0   |

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|------------------|---|--|---|
| 14               | Goodwill Industries of San Diego County<br>3663 Rosecrans Street<br>San Diego, California 92110<br>Phone : 619-225-2200<br>Url : <a href="http://www.sdgoodwill.org">www.sdgoodwill.org</a><br>Email : <a href="mailto:babeyta@sdgoodwill.org">babeyta@sdgoodwill.org</a><br>Fax : 1-619-225-4784<br>Barbara Abeyta | Y  | 0   |
| 15               | Grossmont College<br>8800 Grossmont College Drive<br>El Cajon, California 92020<br>Phone : 619-644-7611<br>Url : <a href="http://www.collegecentral.com/grossmont">www.collegecentral.com/grossmont</a><br>Pamela Bengé<br>Manual Posting<br><br>Prong 2 Ended Date: 10/1/2014                                      | N  | 0   |
| 16               | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 0   |
| 17               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 3   |
| 18               | Indeed<br>7501 N Capital of Texas Hwy<br>Austin, Texas 78731<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>OpenHire Source<br>Manual Posting  | N  | 5   |
| 19               | Japanese American Citizens League<br>1765 Sutter Street<br>San Francisco, California 94115<br>Phone : (415) 921-5225<br>Fax : 415-931-4671  | N  | 0   |

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|------------------|--|--|---|
| 20               | Job posting on internet  | N  | 2   |
| 21               | Latter Day Saints Employment Service<br>4722 Mercury Street<br>San Diego, California 92111<br>Phone : 858-279-2338<br>Email : wel-ec-sandiego@ldschurch.org<br>Fax : 1-858-279-2527<br>Ed Womack               | Y  | 0   |
| 22               | Linked In<br>2029 Stierlin Ct<br>Mountain View, California 94043<br>Phone : 180080080000<br>Url : www.linkedin.com<br>Post A Job<br>Manual Posting   | N  | 5   |
| 23               | Mediatech University<br>301 Oceanside Blvd.<br>Oceanside, California 92054<br>Phone : 760-231-5368<br>Url : http://www.mediatech.edu<br>Email : scott@mediatech.edu<br>Fax : 1-760-231-1578<br>Scott Ragotskie | Y  | 0   |
| 24               | Miramar College<br>10440 Black Mountain Road<br>San Diego, California 92126<br>Phone : 858-388-7335<br>Url : http://jobconnect.sdccd.edu<br>Joseph Hankinson<br>Manual Posting                                 | N  | 0   |
| 25               | Mt. San Jacinto College<br>1499 North State Street<br>San Jacinto, California 92583<br>Phone : 951-639-5258<br>Url : www.msjc.edu<br>Kristen Burleson<br>Manual Posting  | N  | 0   |

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|------------------|--|--|---|
| 26               | National Hispanic Media Coalition<br>55 S Grand Avenue<br>Pasadena, California 91105<br>Phone : (626) 792-6462<br>Url : www.nhmc.org<br>Email : info@nhmc.org<br>NHMC Job Postings   | N  | 0   |
| 27               | North Coast Church<br>1132 N Melrose Drive<br>Vista, California 92083<br>Phone : 760-724-6700<br>Url : www.northcoastchurch.com<br>Email : jeanne@northcoastchurch.com<br>Jeanne Bessant   | Y  | 0   |
| 28               | North County Coastal Career Center<br>1949 Avenida del Oro, Suite 106<br>Oceanside, California 92056<br>Phone : 760-414-3536<br>Email : hollychilds@workforce.org<br>Holly Childs  | N  | 0   |
| 29               | North County Coastal Career Center<br>1949 Avenida del Oro, Suite 106<br>Oceanside, California 92056<br>Phone : 760-414-3569<br>Email : miguelramos@workforce.org<br>Miguel Ramos  | N  | 0   |
| 30               | Ohio/Illinois Center for Broadcasting<br>9885 Rockside Road Suite 160<br>Valley View, Ohio 44125<br>Phone : 216-503-5900<br>Url : www.beonair.com<br>Email : gary@beonair.com<br>Fax : 1-216-642-9232<br>Gary James<br><br>Prong 2 Ended Date: 9/18/2014 | N  | 0   |
| 31               | On-Air Job Fair<br>9660 Granite Ridge Drive, #100<br>San Diego, California 92123<br>Phone : 8585225551<br>Email : chrisvalentine@clearchannel.com<br>Chris Valentine   | N  | 0   |

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|------------------|--|--|---|
| 32               | Other Source   | N  | 2   |
| 33               | Palomar College<br>1140 West Mission Road<br>San Marcos, California 92069<br>Phone : 760-744-1150<br>Url : <a href="http://www.palomar.edu">www.palomar.edu</a><br>Email : <a href="mailto:znavarro@palomar.edu">znavarro@palomar.edu</a><br>Zeb Navarro   | Y  | 0   |
| 34               | Platt College - San Diego<br>6250 El Cajon Blvd.<br>San Diego, California 92115<br>Phone : 619-265-0107<br>Url : <a href="http://www.platt.edu">www.platt.edu</a><br>Email : <a href="mailto:hchang@platt.edu">hchang@platt.edu</a><br>Fax : 1-619-265-8655<br>Harry Chang<br><br>Prong 2 Ended Date: 7/7/2015 | N  | 0   |
| 35               | Point Loma Nazarene University Online Job Board<br>3900 Lomaland Drive<br>San Diego, California 92106<br>Phone : 619-849-2384<br>Url : <a href="http://www.pointloma.edu/CareerServices">www.pointloma.edu/CareerServices</a><br>Fax : 1-619-849-2769<br>Student Employment<br>Manual Posting                  | N  | 0   |
| 36               | Recruit.net<br>2706, The Centrium 61 Wyndham St<br>Central, Hong Kong<br>Phone : 852 2525 0555<br>Url : <a href="http://www.recruit.net">http://www.recruit.net</a><br>OpenHire Source<br>Manual Posting   | N  | 0   |
| 37               | Rock Church Work Ministry<br>2277 Rosecrans Street<br>San Diego, California 92106<br>Phone : 619-226-7625<br>Url : <a href="http://www.therock.thejobconnection.org">www.therock.thejobconnection.org</a><br>Fax : 1-858-244-0858<br>Paige Cohen<br>Manual Posting   | N  | 0   |

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|------------------|--|--|---|
| 38               | San Diego Christian College<br>200 Riverview Parkway<br>Santee, California 92071<br>Phone : (619) 201-8726<br>Url : <a href="http://www.sdcc.edu">www.sdcc.edu</a><br>Chontelle Crite<br>Manual Posting  | N  | 0   |
| 39               | San Diego City College Career Center<br>1313 12th Avenue<br>San Diego, California 92101<br>Phone : 619-388-3722<br>Url : <a href="http://jobconnect.sdccd.edu">http://jobconnect.sdccd.edu</a><br>Transfer Center<br>Manual Posting<br><br>Prong 2 Ended Date: 10/1/2014   | N  | 0   |
| 40               | San Diego Community College District - WorkAbility III Program<br>3375 Camino del Rio South Suite 275<br>San Diego, California 92108<br>Phone : 619-388-6810<br>Url : <a href="http://worka.sdccd.edu">http://worka.sdccd.edu</a><br>Email : <a href="mailto:rkrumm@sdccd.edu">rkrumm@sdccd.edu</a><br>Fax : 1-619-388-6534<br>Rusty Krumm       | Y  | 0   |
| 41               | San Diego County Hispanic Chamber of Commerce<br>P.O. Box 131548<br>San Diego, California 92170<br>Phone : 858-268-0790<br>Url : <a href="http://www.sdchcc.com">www.sdchcc.com</a><br>Email : <a href="mailto:samya.sdchcc@gmail.com">samya.sdchcc@gmail.com</a><br>Fax : 1-858-840-6474<br>Samya France  | Y  | 0   |
| 42               | San Diego Employment Solutions<br>10981 San Diego Mission Road, Suite 110<br>San Diego, California 92108<br>Phone : 619-521-9569<br>Url : <a href="https://www.mhsinc.org/san-diego-employment-soluti">https://www.mhsinc.org/san-diego-employment-soluti</a><br>Email : <a href="mailto:dgomez@mhsinc.org">dgomez@mhsinc.org</a><br>Diana Gomez | Y  | 0   |



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|------------------|--|--|---|
| 43               | San Diego Mesa College Career Center<br>7250 Mesa College Drive Career Center I3-202<br>San Diego, California 92111<br>Phone : 858-627-2777<br>Url : <a href="http://jobconnect.sdccd.edu">http://jobconnect.sdccd.edu</a><br>Sheri Endicott<br>Manual Posting<br><br>Prong 2 Ended Date: 10/1/2014                            | N  | 0   |
| 44               | San Diego Radio Broadcasters Association<br>San Diego, California<br>Email : <a href="mailto:cris@sandiegoradio.com">cris@sandiegoradio.com</a><br>Cris Tolley   | N  | 0   |
| 45               | SimplyHired<br>2513 Charleston Rd #200<br>Mountain View, California 94043<br>Phone : 650-254-9000<br>Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a><br>OpenHire Source<br>Manual Posting  | N  | 0   |
| 46               | Society of Hispanic Professional Engineers<br>5400 E. Olympic Blvd., Suite 210<br>Los Angeles, California 90022<br>Phone : (323) 725-3970<br>Url : <a href="http://www.shpe.org">www.shpe.org</a><br>Email : <a href="mailto:shpenational@shpe.org">shpenational@shpe.org</a><br>Fax : (323) 725-0316<br>Director of Placement | N  | 0   |
| 47               | South Bay Community Services<br>430 F Street<br>Chula Vista, California 91910<br>Phone : (619) 420-3620<br>Url : <a href="http://www.southbaycommunityservices.org">www.southbaycommunityservices.org</a><br>Email : <a href="mailto:msamayoa@csbcs.org">msamayoa@csbcs.org</a><br>Monica Samayoa                              | Y  | 0   |
| 48               | Southern California Broadcasters Association<br>5670 Wilshire Blvd., Suite 300<br>Los Angeles, California 90036<br>Url : <a href="http://www.scba.com">www.scba.com</a><br>Ellen Dostal<br>Manual Posting  | N  | 0   |

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|------------------|---|--|---|
| 49               | State of California Economic Development Department<br>California<br>Url : <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a><br>Career Services<br>Manual Posting  | N  | 0   |
| 50               | The Freeform Radio Initiative<br>411 Walnut Street #5561<br>Green Cove Springs, Florida 32043<br>Phone : 305-982-7233<br>Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a><br>Scott McWilliams<br><br>Prong 2 Ended Date: 6/24/2015  | N  | 0   |
| 51               | The Union of Pan Asian Communities<br>5348 University Avenue Suite 101<br>San Diego, California 92105<br>Phone : 619-229-6725<br>Url : <a href="http://www.upacsd.com">www.upacsd.com</a><br>Email : <a href="mailto:tnguyen@upacsd.com">tnguyen@upacsd.com</a><br>Fax : 1-619-229-2998<br>Tri Nguyen | Y  | 0   |
| 52               | University of California, San Diego<br>9500 Gilman Drive<br>La Jolla, California 92093<br>Phone : 858-534-6710<br>Url : <a href="https://ucsd-csm.symplicity.com">https://ucsd-csm.symplicity.com</a><br>Pat JaCoby<br>Manual Posting   | N  | 0   |
| 53               | University of San Diego<br>5998 Alcala Park HC 100<br>San Diego, California 92110<br>Phone : 619-260-4654<br>Url : <a href="https://usd-csm.symplicity.com">https://usd-csm.symplicity.com</a><br>Connie Wilson<br>Manual Posting   | N  | 0   |

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|--|---|--|---|
| 54   | University of Southern California - Annenberg School of Communications<br>3502 Watt Way ASC 154<br>Los Angeles, California 90089<br>Phone : 213-821-1514<br>Url : www.usc.edu<br>Email : meganh@usc.edu<br>Fax : 1-213-740-8036<br>Megan Hutaff | N  | 0   |
| 55   | Unknown (source not adequately identified upon inquiry by SEU)  | N  | 4   |
| 56   | Word of Mouth Referral  | N  | 16  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>42</b>   |

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|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>  | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>                        |
|---|-------------|--|---|---|---|
| 1 | 10/16/2014  | Participation in Job Fairs                                     | On October 16, 2014, our SEU participated in the San Diego Mesa College Job Fair held at San Diego Mesa College-Main Quad. Our SEU had a table with informational handouts and spoke with job seekers regarding careers in radio, and the internship positions currently available at our stations. SEU participants included the Director of Promotions and EEO/Office Manager.  | 2   | Dir of Promotions<br>EEO/Office Manager         |
| 2 | 11/6/2014   | Participation in Job Fairs                                     | On November 6, 2014, our SEU participated in the Annual Diversity Employment Day Career Fair in San Diego, organized by City Career Fair and held at the Handlery Hotel San Diego. This career fair was open to the general public. Our SEU promoted the event by running airtime on all 7 iHMSD stations 1 month prior to the career fair; placing our iHeartMedia logo on the City page website for the career fair; and placing an ad within the Exhibitors Guide that is distributed to all career fair attendees. Our SEU also had a table with current job openings and general radio broadcasting handouts, and spoke with individuals regarding careers in radio and current openings available at our radio stations. SEU participants included our Web/Marketing Director and EEO/Office Manager. | 2   | Web/Marketing<br>Director<br>EEO/Office Manager |
| 3 | 3/25/2015   | Participation in Job Fairs                                     | On March 25, 2015, our SEU participated in the San Diego Christian College Career Fair held at San Diego Christian College. Our SEU had a table with informational handouts and spoke with job seekers regarding careers in radio and positions currently available at our stations. SEU participants included the Promotions Manager and EEO/Office Manager.   | 2   | Promotions Manager<br>EEO/Office Manager        |

**KGB-FM, KHTS-FM, KIOZ-FM, KLSD-AM, KMYI-FM, KOGO-AM, KSSX-FM****EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>                 |
|---|-------------|--|--|---|--|
| 4 | 4/16/2015   | Participation in Job Fairs                                     | On April 16, 2015, our SEU participated in the San Diego Mesa College Job Fair held at San Diego Mesa College-Main Quad. Our SEU had a table with informational handouts and spoke with job seekers regarding careers in radio and positions currently available at our stations. SEU participants included the Promotions Manager and EEO/Office Manager. | 2   | Promotions Manager<br>EEO/Office Manager |
| 5 | 4/17/2015   | Participation in events sponsored by community groups          | On April 17, 2015, our SEU participated in the San Diego Association of Black Journalists' 2015 Scholarship Reception. Our SEU supported this event, and one of our SEU members has an on-going influence in the community and she was recognized as the SDABJ 2015 Member of the Year.  | 1   | KSSX On-Air Talent                       |