

EEO Public File Report

Employment Unit Covered:
Bonneville International Corporation – San Francisco Market
KOIT(FM) / KBLX-FM / KUFX(FM) / KMVQ-FM

Reporting Period
July 25, 2019 – July 24, 2020

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
KBLX Morning Show Host	08/26/2019	Exigent Recruit	See Recruitment Source List
KMVQ Morning Show Producer	09/16/2019	Exigent Recruit	See Recruitment Source List
Technology Wrangler R2211	10/29/2019	Employee Referral	See Recruitment Source List
Production Assistant R2239	11/04/2019	Market Referral	See Recruitment Source List
HR Business Partner R2201	12/09/2019	LinkedIn	See Recruitment Source List
General Sales Manager R2214	01/13/2020	All Access	See Recruitment Source List
KBLX Morning Show Producer R2455	01/24/2020	Employee Referral	See Recruitment Source List
IT Systems Manager R2413	03/02/2020	Indeed	See Recruitment Source List
Senior Account Executive R2666	07/06/2020	Market Referral	See Recruitment Source List

Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
LinkedIn	2
All Access	6
Indeed	5
Market Referral	3
Employee Referral	3
Job Fair	1
Internal Employees	4
Employment Development Department	1
Total:	25

Performance Initiatives Undertaken

KBLX has continuously worked closely with secondary educational facilities and programs to introduce youth into the broadcasting industry. On the morning of 02/27/20, fifth grade students toured our San Francisco office and studios with the opportunity to meet the KBLX on-air Dream Team. An educational meet and greet, allowed the on-air team members to welcome the students into the studio to learn more about Black History Month, and broadcasting with a live audience.

During the reporting period, KMVQ offered an educational in studio approach for high school students throughout various Bay Area Unified School Districts. The opportunity was geared towards students interested in gaining broadcasting experience for future career development. The "Takeover" 99.7 NOW (KMVQ) ran on Friday nights, from 8pm -9pm. During the "Takeover" hour, students selected and introduced their favorite songs while affording the students, schools, PTSA's and other communities the experience and exposure. Students also highlighted their efforts in various areas such as fundraising, upcoming events, and community efforts.

A companywide mentorship program is offered twice annually, inclusive of a six (6) month commitment to provide employees the opportunity to pair with a Mentor of their choice. This mentoring initiative program offers career development, and a focus on individual skills and attributes in preparation for future opportunities. All employees are encouraged to participate in the program.

The Employment Unit participates in programs focusing on leadership and development. In January the sales managers, market managers, and human resources went through Franklin Covey's Speed of Trust Program. This program is designed to build leadership collaboration through thirteen (13) behaviors of high trust. Participants attended weekly training huddles, activities, and ongoing discussions surrounding the thirteen behaviors to encourage and build leadership development skills.

Members of Leadership Team participated in Corporate Strategic Planning Committees which further develop their leadership skills.

Recruitment Source List

The following sources have requested notification of job openings.

Start Date	End Date	Recruitment Source
07/25/2019		Academy of Radio Broadcasting - Email, doreen@arbradio.com
07/25/2019		All Access – Website, www.allaccess.com
07/25/2019		American Broadcasting School – Email, staci@radioschool.com
07/25/2019		Arriba Juntos – Email, ggarcia@arribajuntos.org
07/25/2019		Asian American Journalist Association – Email, national@aaja.org
07/25/2019		Asian Business League – Email, info@ablsf.org

07/25/2019		Asian Immigrant Woman Advocates – Email, info@aiwa.org
07/25/2019		Asian Women’s Resources – Email, awrcgloria@pacbell.net
07/25/2019		Bay Area Advertising Relief Committee – Email, baarc@mindspring.com
07/25/2019		Cal State East Bay – Email, danuta.sawka@scueastbay.edu
07/25/2019		California Chicano News Media Association – Email, cbaberry@aol.com
07/25/2019		California Department of Rehabilitation – Email, twoo@dor.ca.gov
07/25/2019		California State University, Chico – Email, kaadams@csuchico.edu
07/25/2019		Chabot College – Email, cglen@chabotcollege.edu, bramirez@chabotcollege.edu
07/25/2019		Chinese for Affirmative Action – Email, joblist@caasf.org
07/25/2019		City College of San Francisco – Email, smcfarla@ccsf.edu
07/25/2019		City College of San Francisco, Business Department – Email, srosenbe@ccsf.ed
07/25/2019		College of San Mateo – Email, csmcareerservices@smccd.edu
07/25/2019		Diablo Valley College – Email, cfranco@dvc.edu
07/25/2019		Eastbay Works Career Center – Email, rcox@ehsd.cccounty.us
07/25/2019		Elon University – Email, llimerick@elon.edu
07/25/2019		Emma L Bowen Foundation for Minority – Email, Sandra.rice@nbcuni.com
07/25/2019		Employment Development Department Career Center – Email, bmartinex@acgov.org
07/25/2019		Employment Development Department – Email, sfjobs@edd.ca.gov
07/25/2019		Glide Memorial United Methodist Church – Email, jcooper@glide.or
07/25/2019		Greater San Francisco Ad Club – Email, gsfacexec@att.net
07/25/2019		Hispanic Chamber of Commerce of Silicon Valley – Email, connie@sbdchc.org
07/25/2019		Independent Living Resource Center – Email, bridgett@ilrcsf.org
07/25/2019		Japanese Community Youth Council – Email, dyu@jyc.org

07/25/2019		Japanese Cultural & Community Center – Email, mfletcher@jcccnc.or
07/25/2019		Jewish Vocational Service – Email, info@jvs.org
07/25/2019		LDS Employment – Concord – Email, wel-ec-concord@ldschurch.org
07/25/2019		LDS Employment – Fremont – Email, wel-ec-fremont@ldschurch.org
07/25/2019		LDS Employment – San Jose – Email, wel-ec-sanjose@ldschurch.org
07/25/2019		Lose Medanos College – Email, rturner@losmedanos.edu
07/25/2019		Media Alliance – Email, jobfile@media-alliance.org
07/25/2019		Merritt College – Email, grantjean87@gmail.com
07/25/2019		Mission Hiring Hall – Email, kyung@missionhiringhall.org
07/25/2019		Mission Language & Vocational School – Email, vocschool@aol.com
07/25/2019		Oakland Career Center Eastbay Works – Email, gbell@oaklandpic.org
07/25/2019		Potrero Hill Neighborhood House – Email, edwardhatter1@gmail.co
07/25/2019		San Francisco Chamber of Commerce – Email, jjackson@sfcchamber.com
07/25/2019		San Francisco Department on the Status of Women -Email, dosw@sfgov.org
07/25/2019		San Francisco Hispanic Chamber of Commerce – Email, info@hccsf.com
07/25/2019		San Francisco Housing Authority – Email, aaronh@sfha.edu
07/25/2019		San Francisco State University – Email, jour@sfsu.edu
07/25/2019		Santa Clara University – Email, mjaich@scu.edu
07/25/2019		Sonoma State University – Email, campbell@sonoma.edu
07/25/2019		Spanish Speaking Citizen’s Foundation – Email, mgaxiola@sscf.org
07/25/2019		University of California – Email, demir@berkeley.edu
07/25/2019		Veteran Employment Specialist – Email, karld@goodwillsv.or
07/25/2019		Visitation Valley Community Center – Email, Christina.lopez01@gmail.co

07/25/2019		West Bay Filipino Multi-Service Center – Email, westbaycenter@sbcglobal.net
07/25/2019		Women’s Building – Email, resource@kelownachildcare.com
07/25/2019		Women’s Economic Agenda Project – Email, weap@weap.org
07/25/2019		Women’s Foundation of California – Email, info@womensfoundca.org
07/25/2019		Young Community Developer’s – Email, dbrookter@ycdjobs.org
07/25/2019		Youth Radio – Email, youthradio@youthradio.org