

KGO-AM, KNBR-AM, KNBR-FM, KSAN-FM, KSFO-AM, KTCT-AM**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****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
Digital Sales Specialist	1-8, 10, 12-22	21
VP/Market Manager	2-4, 6-8, 10, 12-15, 18-19, 21-22	21
Digital Designer	1-22	21

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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	Academy of Art University 79 New Montgomery St. San Francisco, California 94105 Email : industryoncampus@academyart.edu Academic Career Center	N	0
2	Adzuna unknown Indianapolis, Indiana Job Listing Manual Posting	N	0
3	Arriba Juntos 1850 Mission St. San Francisco, California 94103 Fax : 1-415-863-9314 Edwin Narvaez	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	City College of San Francisco 50 Phelan Ave. San Francisco, California 94112 Email : CareerCenter@ccsf.edu Career Center	N	0
6	Cumulus Careers Website 3280 Peachtree Road NW Suite 2200 Atlanta, Georgia 30305 Url : www.cumulusmedia.jobs.net/ Job Listing Manual Posting	N	8
7	Experience Unlimited 745 Franklin St. Lower Level San Francisco, California 94102 Email : eusf.membership@gmail.com Fax : 1-415-749-7478 Sylvia Gonzales	N	0

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8	Glass Door 100 Shoreline Hwy Bld. A Mill Valley, California 94941 Jobs Posting Manual Posting	N	0
9	Indeed.com - Not Directly Contacted by SEU	N	3
10	Job Is Job Unknown Unknown, California Job Listing Manual Posting	N	0
11	LinkedIn / Word of Mouth	N	2
12	My Job Helper 33 Irving Place New York, New York 10003 Job Listing Manual Posting	N	0
13	National Lesbian & Gay Journalist Association 2120 L St NW Ste. 850 Washington, District of Columbia 20037 Email : info@nljga.org Association Association	N	0
14	NOVA 505 W. Olive Ave. #550 Sunnyvale, California 94086 Email : jobs@novaworks.org Fax : 1-408-730-7643 Joyce Nolan	N	0
15	Oodle 340 S Lemon Ave #3604 Walnut, California 91789 Job Listing Manual Posting	N	0
16	Santa Rosa Junior College 1501 Mendocino Ave. Santa Rosa, California 95401 Phone : 707-521-7946 Email : kkinahan@santarosa.edu Kim Kinahan	N	0

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17	Stanford University 450 Serra Mall Stanford, California 94305 Email : vpstudentaffairs@stanford.edu Career Center	N	0
18	The Job Spider Unknown Unknown, California Job Listing Manual Posting	N	0
19	Trovit Unknown Unknown, California Job Listing Manual Posting	N	0
20	UC Berkeley Career Center 2440 Bancroft Way Berkeley, California 94720 Fax : 1-510-642-6987 Ray Angle	N	0
21	Word of Mouth Referral	N	5
22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/26/2020	Participation in other activities designed by the station employment unit	On September 26 and September 27th, 2020, our SEU hosted a program titled "Broadcasters Path." This Program was developed/designed by one of our KNBR(AM)/-FM On-Air Hosts to educate attendees about the broadcasting profession and provide aspiring broadcasters with valuable resources that will help facilitate the realization of their professional goal(s). As its Host, our KNBR(AM)/-FM On-Air Host was joined by an impressive group of guest speakers. This two-day "Zoom" event covered topics such as hosting, interviewing, commentary, writing, play-by-play, networking, and being on camera. Attendees were able to share their own work and gain insightful feedback and advice from the Host and guest speakers. Our SEU promoted this Program over the air on KNBR(AM)/-FM as well as on the KNBR(AM)/-FM website.	2	KNBR On Air Host Program Director
2	11/16/2020	Participation in events or programs sponsored by educational institutions	On November 16, 2020, our SEU hosted a webinar for the student members of the Broadcast Club at the Creative Arts Charter School in San Francisco. Students were provided with an opportunity to learn about careers in radio broadcasting.	1	Promotions Director
3	3/2/2021	Provision of training to management	On March 2, 2021, our Director of Finance & Administration attended a webinar, lead by the California Broadcaster's Association & TLP Law, that covered FCC EEO training topics and best practices for public file management.	1	Director of Finance & Administration

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/20/2021	Participation in other activities designed by the station employment unit	On March 20 and 21st 2021, our SEU hosted a program titled "Broadcasters Path." This Program was developed/designed by one of our KNBR(AM)/-FM On-Air Hosts to educate attendees about the broadcasting profession and provide aspiring broadcasters with valuable resources that will help facilitate the realization of their professional goal(s). As its Host, our KNBR(AM)/-FM On-Air Host was joined by an impressive group of guest speakers. This two-day "Zoom" event covered topics such as hosting, interviewing, commentary, writing, play-by-play, networking, and being on camera. Attendees were able to share their own work and gain insightful feedback and advice from the Host and guest speakers. Our SEU promoted this Program over the air on KNBR(AM)/-FM as well as on the KNBR(AM)/-FM website.	2	KNBR On Air Host Program Director
5	4/9/2021	Participation in Job Fairs	On April 9, 2021, our SEU participated in the 21st annual Diversity Employment Day Career Fair. Due to COVID-19, this was a virtual job fair, attended by our Director of Finance & Administration, who spoke with attendees about job opportunities within the SEU.	1	Director of Finance & Administration