

KBEB, KFBK, KFBK-FM, KHYL, KQJK, KSTE**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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
News Reporter	1-2, 7, 10-12, 17-18, 22-24	2
Account Executive	1-2, 7-8, 11-14, 20, 22-25	2
News Reporter	1, 5, 7, 9, 11-12, 15, 20, 22-23, 25	5
Board Op	1, 5, 7, 9, 11-12, 15, 19-20, 22-25	15
Promotion Manager	1, 5, 7, 11-12, 16-17, 20, 22-25	16
Promotion Coordinator	1, 3, 7, 11-14, 16, 20-25	3
On Air Talent	1, 5, 7, 11-13, 22-25	12
Account Executive	1, 5, 7-8, 11-13, 22-25	5
Account Coordinator	1, 7, 11-13, 17, 21-25	13
Board Operator	1, 7, 11-12, 16, 22-25	16
On-Air Talent/Radio Talk host/News Anchor	6	6
Outside Account Executive	1, 5, 7, 11-13, 20, 22-25	5
Account Executive	1, 4, 7, 11-12, 22-25	4

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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	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
2	Current Employee	N	2
3	Current Employee - Transfer/Promotion	N	1
4	Did not indicate (Source Unknown)	N	1
5	Employee Referral	N	7
6	Exigent Circumstances	N	1
7	Get Radio Jobs California Url : http://www.getradiojobs.com Jason Peebles Manual Posting	N	0
8	GlassDoor - Not Directly Contacted by SEU	N	2
9	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8623 Url : http://www.gsul.org Email : Ecardenas@gsul.org Fax : 1-916-614-9001 Erica Cardenas	N	0
10	HIREvents / Job Journal 3050 Fite Circle, Suite 100 Sacramento, California 95827 Phone : 916.925.0800 ext. 302 Rachel Miles Manual Posting	N	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1

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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	9
13	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-4842 Url : http://www.indeed.com Online Source	N	7
14	Indeed.com	N	2
15	Indeed.com - Not Directly Contacted by SEU	N	4
16	Internal Candidate	N	5
17	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Kristine Diamonti Manual Posting	N	2
18	Los Rios Community College District 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Gary Martin Manual Posting	N	0
19	Non-Employee Referral	N	1
20	On air announcements (one or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/A Manual Posting	N	0
21	Other Source	N	2
22	Station Websites (One or more SEU stations) 1545 River Park Drive Suite 500 Sacramento, California 95815 N/A N/a	N	0

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23	TV and Radio Jobs California Url : http://www.tvandradiojobs.com Mike Patrick Manual Posting	N	0
24	Velvet Jobs 1400 N Martel Ave 108 Los Angeles, California 90046 Phone : 800-462-5842 Url : www.velvetjobs.com Velvet Jobs Manual Posting	N	0
25	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/3/2018	Participation in events or programs sponsored by educational institutions	<p>“Hands on the Future” 4th annual Sacramento Regional K-14 career education pathway conference</p> <p>It’s sponsored by the Los Rios Community College District It’s being held at the Citrus Heights community center</p> <p>Cristina Mendonsa emceeding the event (8am - 2pm), presenting a 10 minute speech on “counselors as connectors”, Interviewing the keynote after his talk and moderating a student panel.</p>	1	KFBK AM Drive On-Air Talent
2	12/13/2018	Participation in events sponsored by community groups	Fresno State Journalism Students and Professors tour NewsRadio KFBK & iHeart Studios	2	Program Director KFBK & KSTE News Director/Anchor, NewsRadio KFBK 93.1 FM/1530 AM
3	2/26/2019	Participation in events sponsored by community groups	We hosted nine people from AIM & Associates with a tour of our facility. Station participants included the promotions Manager, and Promotions Coordinator, who answered questions and showed the group what happens day to day in our office. A.I.M. & Associates has been providing Life Skills Training services for adults with developmental disabilities in the Place, Nevada, Sutter, Yuba, Sacramento & El Dorado County areas since 2006.	2	Promotions Manager Promotions Coordinator
4	4/11/2019	Participation in events or programs sponsored by educational institutions	<p>Alliance for Women in Media Sacramento Affiliate</p> <p>It's sponsored by KCRA/KQCA/Bonneville Sacramento/Fox 40/ABC 10</p> <p>It's being held at the Arden Hills Resort Club & Spa</p>	1	KFBK On Air Talent

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5	6/24/2019	Participation in Job Fairs	iHeartMedia participated in an Eventbrite Career Job Fair on 6/24/19, and there we had a booth at the Double Tree by Hilton Sacramento discussing our current job openings with potential hires, collecting resumes and passing out information on how to apply for our jobs and job descriptions.	3	Director of Marketing AM Program Director VP Sales Manager
6	7/8/2019	Participation in events or programs sponsored by educational institutions	iHeartMedia attended Cosumnes River College at a mass media class conducted by Professor John Hull on July 1, 2019. The purpose of the visit is to reach out to those who are interested in broadcasting careers and inform them of the positions we are currently hiring for. iHeartMedia provided a detail summary of each position and a flyer on how to apply. Attending from iHeart is John Nelson, Marketing Director. He was there to answer any questions and describe job listing details for students.	1	Marketing Director
7	7/8/2019	Participation in events or programs sponsored by educational institutions	iHeartMedia invited Access Sacramento on 7/8/19 to the studios to reach out to those interested in broadcasting careers, answer questions to provide information on the broadcast industry, and inform them of the positions we are currently hiring for. Access Sacramento (Access) is a nonprofit public access station providing 100% local television and radio programming to the greater Sacramento region. Access provides services including free coverage of important community events, professional development and enrichment courses and media arts opportunities for Sacramento's diverse population on issues that are important to the community. Invite was extended to Shane Carpenter who is the Radio Programming Director at Access Sacramento.	3	Marketing Director Assistant Program Director On Air Talent

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8	7/10/2019	Participation in events or programs sponsored by educational institutions	iHeartMedia invited College Track, which is an after school program on 7/10/19 to our studios to reach out to those who are interested in broadcasting careers, answer questions and provide information on the broadcast industry and inform them of the positions we are currently hiring for. College Track is supporting students with limited resources to chart their course to college, from freshman year of high school until they walk across the stage at college graduation. Classie Bush is an iHeart employee who works with these students at this after school program and felt this was a great opportunity for her students to participate. Student Life Director, Emily Belko.	3	Marketing Director Production VP Sales Manager