

**EEO Public File Report**

**Employment Unit Covered:**

**Bonneville International Corporation – San Francisco Market  
KOIT(FM) / KBLX-FM / KUFX(FM) / KMVQ-FM**

**Reporting Period**

**May 25, 2018 – July 24, 2019**

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

<b>Job Title of FT Vacancy</b>	<b>Date Filled</b>	<b>Hire Source</b>	<b>Recruitment Source</b>
98.5 KFOX South Bay Account Executive (Full time)	11/30/2018	Market Referral	See Recruitment Source List
98.5 KFOX South Bay Account Executive (Full time)	1/22/2019	Academy of Radio Broadcasting	See Recruitment Source List
Account Executive (Full time)	1/14/2019	Market Referral	See Recruitment Source List
Account Executive (Full time)	1/14/2019	Market Referral	See Recruitment Source List
Account Executive - Bonneville San Francisco	6/4/2018	Glassdoor	See Recruitment Source List
Account Executive - Bonneville San Francisco	10/22/2018	Market Referral	See Recruitment Source List
Creative Services Specialist	5/24/2019	All Access	See Recruitment Source List
Digital Operations Specialist	12/23/2018	Current Worker	See Recruitment Source List
Digital Sales Specialist	7/8/2019	Referred by Employee	See Recruitment Source List
IT Administrator	5/20/2019	Indeed	See Recruitment Source List
KBLX Community Specialist & Program Coordinator	1/18/2019	Referred by Employee	See Recruitment Source List
KOIT Music Director - SF	7/5/2018	Referred by Employee	See Recruitment Source List
Promotion/Event Specialist (KOIT/KFOX)	5/17/2019	Job Fair	See Recruitment Source List
Sales Assistant	1/21/2019	Current Worker	See Recruitment Source List

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

<b>Recruitment Source:</b>	<b>Number of Interviewees Referred</b>
Academy of Radio Broadcasting	1
All Access	5
Current Worker	5
Employment Development Department	1
Glassdoor	1
Indeed	15
Job Fair	1
Market Referral	5
Referred by Employee	6
<b>Total:</b>	<b>40</b>

## Performance Initiatives Undertaken

Since January 2019, KBLX has worked with organizing with several secondary educational facilities and programs to introduce the youth to the radio field. In February, students from Balboa High School toured our office and studio, had college-style sit-downs with several employees from different departments that make up our company. February also marked Black History Month; KBLX's Morning team welcomed the 3rd graders of Mission Delores Academy into the studio to learn about broadcasting live and present their Black History exhibition with our audience.

On 4/11/19, the aspired young men of San Francisco Civic Center Secondary had the opportunity to learn about the value and influence radio has when marketing a product and a record from KBLX's Music Director and Assistant Programming Director, Kimmie Tee. Most recently in mid-July, KBLX partnered with UC Berkeley's Boost Program, whose goal is to introduce high schoolers to various career fields to broaden their prospective collegial pursuits. The students from Boost were oriented to Programming, Promotional, and in-studio duties that help run the station.

On 6/5/2019, the Employment Unit's supervisory personnel received training on methods of ensuring equal employment opportunity and discrimination prevention through a seminar conducted on-site: *Employment Law for Managers*. On 6/5/2019, in an effort to promote understanding of and compliance with our policy of equal opportunity employment, all non-supervisory employees were required to complete a one-hour seminar conducted on-site: *Respect in the Workplace*.

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Nov 2018 – April 2019 & June 2019 – Currently in Session

The Employment Unit participates in a company-wide Leadership Development Program: This program is designed to help our current and future leaders improve their leadership skills by providing important tools, training and resources. Participants go through a 360 assessment to discover their leadership competencies, attend workshops and receive 1:1 coaching from our HR team.

### Recruitment Source List:

**The following sources receive notification of Employment Unit job openings. The sources marked with an asterisk (\*) have requested and received notification of full-time job openings.**

Start Date	End Date	Recruitment Source
05/25/2018		Academy of Radio Broadcasting – Email, doreen@arbradio.com
05/25/2018		American Broadcast School – Email, staci@radioschool.com
05/25/2018		Arriba Juntos – Email, ggarcia@arribajuntos.org
05/25/2018		Asian American Journalists Association – Email, national@aaja.org
05/25/2018		Asian Business League – Email, info@ablsf.org

05/25/2018		Asian Immigrant Women Advocates – Email, info@aiwa.org
05/25/2018		Asian Women’s Resources – Email, awrcgloria@pacbell.net
05/25/2018		Bay Area Advertising Relief Committee – Email, baarc@mindspring.com
05/25/2018		Cal State East Bay – Email, danuta.sawka@scueastbay.edu
05/25/2018		California Chicano News Media Association – Email, cbaberry@aol.com
05/25/2018		California Department of Rehabilitation – Email, twoo@dor.ca.gov
05/25/2018		California State University, Chico – Email, kaadams@csuchico.edu
05/25/2018		Chabot College – Email, cglen@chabotcollege.edu, bramirez@chabotcollege.edu
05/25/2018		Chinese for Affirmative Action – Email, joblist@caasf.org
05/25/2018		City College of San Francisco – Email, smcfarla@ccsf.edu
05/25/2018		City College of San Francisco – Business Dept. – Email, srosenbe@ccsf.edu
05/25/2018		College of San Mateo – Email, csmcareerservices@smccd.edu
05/25/2018		Diablo Valley College – Email, cfranco@dvc.edu
05/25/2018		Eastbay Works Career Center – Email, rcox@ehsd.cccounty.us
05/25/2018		Elon University – Email, llimerick@elon.edu
05/25/2018		Emma L. Bowen Foundation for Minority – Email, Sandra.rice@nbcuni.com
05/25/2018		Employment Develop. Dept. Career Center – Email, bmartinex@acgov.org
05/25/2018		Employment Development Department – SF Email, sfjobs@edd.ca.gov
05/25/2018		Glide Memorial United Methodist Church – Email, jcooper@glide.org
05/25/2018		Greater San Francisco Ad Club – Email, gsfacexec@att.net
05/25/2018		Hispanic Chamber of Commerce of Silicon Valley – Email, connie@sbdchc.org

05/25/2018		Independent Living Resource Center – Email, <a href="mailto:bridgett@ilrcsf.org">bridgett@ilrcsf.org</a>
05/25/2018		Japanese Community Youth Council – Email, <a href="mailto:dyu@jyc.org">dyu@jyc.org</a>
05/25/2018		Japanese Cultural & Community Center – Email, <a href="mailto:mfletcher@jcccnc.org">mfletcher@jcccnc.org</a>
05/25/2018		Jewish Vocational Service – Email, <a href="mailto:info@jvs.org">info@jvs.org</a>
05/25/2018		LDS Employment “ Concord – Email, <a href="mailto:wel-ec-concord@ldschurch.org">wel-ec-concord@ldschurch.org</a>
05/25/2018		LDS Employment “ Fremont – Email, <a href="mailto:wel-ec-fremont@ldschurch.org">wel-ec-fremont@ldschurch.org</a>
05/25/2018		LDS Employment “ San Jose – Email, <a href="mailto:wel-ec-sanjose@ldschurch.org">wel-ec-sanjose@ldschurch.org</a>
05/25/2018		Los Medanos College – Email, <a href="mailto:rturner@losmedanos.edu">rturner@losmedanos.edu</a>
05/25/2018		Media Alliance – Email, <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>
05/25/2018		Merritt College – Email, <a href="mailto:grantjean87@gmail.com">grantjean87@gmail.com</a>
05/25/2018		Mission Hiring Hall – Email, <a href="mailto:kyung@missionhiringhall.org">kyung@missionhiringhall.org</a>
05/25/2018		Mission Language & Vocational School – Email, <a href="mailto:vocschool@aol.com">vocschool@aol.com</a>
05/25/2018		Oakland Career Center Eastbay Works – Email, <a href="mailto:gbell@oaklandpic.org">gbell@oaklandpic.org</a>
05/25/2018		Potrero Hill Neighborhood House – Email, <a href="mailto:edwardhatter1@gmail.com">edwardhatter1@gmail.com</a>
05/25/2018		San Francisco Chamber of Commerce – Email, <a href="mailto:jjackson@sfchamber.com">jjackson@sfchamber.com</a>
05/25/2018		San Francisco Dept on the Status of Women -Email, <a href="mailto:dosw@sfgov.org">dosw@sfgov.org</a>
05/25/2018		San Francisco Hispanic Chamber of Commerce – Email, <a href="mailto:info@hccsf.com">info@hccsf.com</a>
05/25/2018		San Francisco Housing Authority – Email, <a href="mailto:aaronh@sfha.edu">aaronh@sfha.edu</a>
05/25/2018		San Francisco State University – Email, <a href="mailto:jour@sfsu.edu">jour@sfsu.edu</a>
05/25/2018		Santa Clara University – Email, <a href="mailto:mjaich@scu.edu">mjaich@scu.edu</a>
05/25/2018		Sonoma State University – Email, <a href="mailto:campbell@sonoma.edu">campbell@sonoma.edu</a>

05/25/2018		Spanish Speaking Citizensâ€™™ Foundation – Email, mgaxiola@sscf.org
05/25/2018		University of California – Email, demir@berkeley.edu
05/25/2018		Veteran Employment Specialist – Email, karld@goodwillsv.org
05/25/2018		Visitation Valley Community Center – Email, Christina.lopez01@gmail.com
05/25/2018		West Bay Filipino Multi-Service Center – Email, westbaycenter@sbcglobal.net
05/25/2018		Womenâ€™™s Building – Email, resource@kelownachildcare.com
05/25/2018		Womenâ€™™s Economic Agenda Project – Email, weap@weap.org
05/25/2018		Womenâ€™™s Foundation of California – Email, info@womensfoundca.org
05/25/2018		Young Community Developers – Email, dbrookter@ycdjobs.org
05/25/2018		Youth Radio – Email, youthradio@youthradio.org