

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, 2022 – July 24, 2023****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
Business Development Account Executive (R4474)	8/1/2022	Indeed	See Recruitment Source List for Entries
Digital Engagement Specialist (R4547)	8/22/2022	Indeed	See Recruitment Source List for Entries
Digital Account Executive (R4362)	9/6/2022	Market Referral	See Recruitment Source List for Entries
Business Development Account Executive (R4474)	10/17/2022	Employee Referral	See Recruitment Source List for Entries
Digital Marketing Specialist (R4880)	10/17/2022	Employee Referral	See Recruitment Source List for Entries
Technology Solutions Engineer (R4649)	11/2/2022	Employee Referral	See Recruitment Source List for Entries
Business Development Account Executive (R4474)	12/5/2022	Employee Referral	See Recruitment Source List for Entries
Director of Sales (R5017)	1/9/2023	Market Referral	See Recruitment Source List for Entries
Account Manager (R4830)	2/6/2023	Indeed	See Recruitment Source List for Entries
Promotions Director (R5171)	2/7/2023	Employee Referral	See Recruitment Source List for Entries
Office Administrator/Assistant (R5206)	2/21/2023	Internal Candidate	See Recruitment Source List for Entries
Account Manager (R4830)	3/13/2023	Arriba Juntos	See Recruitment Source List for Entries
General Sales Manager (R5252)	4/10/2023	All Access	See Recruitment Source List for Entries
99.7 Now Midday On-Air Talent	6/12/2023	Internal Candidate	See Recruitment Source List for Entries

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

Recruitment Source:	Number of Interviewees Referred
All Access	1
Internal Candidate	8
Indeed	13
Job Fair	1
LinkedIn Recruiter	26
Market Referral	21

Referred by Employee	5
Total:	75

Performance Initiatives Undertaken

During the reporting period, the HR Business Partner and the Promotions Specialist attended an in-person job/career fair on October 13th, 2022, at the University of San Francisco hosted by their Career Services Center. This networking and recruiting event connected entertainment, arts, sports, and media employers with USF Students interested in the respective industry. Students had the opportunity to be introduced to the Employment Unit, while learning more about the industry and opportunities' company-wide and career mobility.

The Employment Unit invested in a LinkedIn recruiter account in October 2022. The hiring managers utilize this as a talent search tool to broaden the network of qualified candidates and to further expand and promote available job postings.

Members of the Employment Unit participated in multiple speaking engagements at local schools and universities. In 2023, our Social Media Producer attended a local high school's career day event and hosted a webinar at Bradley University. During these events she discussed the broadcasting industry while informing them of career opportunities. In the Spring of 2023, our Promotions Director and Music Director were guest speakers at a Radio 101 class at San Francisco State University. They shared their journey into radio while informing students of our local radio stations and career path opportunities. Students were encouraged to review our career page for potential opportunities. The market has consistently received applicants for part-time roles from this ongoing relationship.

The Employment Unit invited the five (5) new hires in the market to participate in a company-wide diversity and inclusion initiative by partnering with Franklin Covey's training program to launch Creating Connections: Understanding Bias and Living Our Bonneville Purpose. The program focused on understanding unconscious biases and building connections with colleagues across Bonneville. In addition, employees were provided with access to the virtual learning platform that has an array of resources, tools, and training modules for personal and professional development.

The Employment Unit provided a series of webinars geared for professional development. In 2023, all employees in the market were invited to attend a monthly workshop called Own Your Own Development. The webinars were designed to provide optimal training in areas to set to align employee goals and performance with the organizations purpose. The Employment Units learning, and development program enhances employees with new skills, capabilities, and knowledge.

Two (2) leadership training workshops were conducted in 2023. The markets Director of Programming Operations participated as a mentor and the Sales Administrative Specialist participated as a mentee. The virtual workshops were designed to focused on important fundamental of managing such as performance management, timekeeping, leave of absence, harassment, and discrimination. The training was designed for new managers entering a leadership role and as a refresher to current leader. The object of the training was to empower managers to learn essential managerial skills to be successful in their roles.

The Employment Unit promoted diversity and inclusion by leading several initiatives centered on educating, informing, and celebrating the diverse workforce. The market held a Lunch and Learn on May 16th and invited all the local market employees to attend the training session that focused on AI in Radio. Hosted by our Production Manager and Director of Programming Operations, the training built cross department engagement and collaborate while informing the staff about industry specific topic. In addition, the Employment Unit, recognized various heritage and commemoration months celebrating different groups to inform employees of various traditions to foster a more welcoming work environment. Through the 2022-2023 calendar year the HR Business Partner and the staff focused on driving local engagement by celebrating various cultural heritages and social events. By honoring diverse traditions and events it has increased awareness, understanding and foster a most inclusive work environment.

The Employment Unit participates in a company-wide launched a Leadership Development Track program. The robust training included pre-track assessment, mentorship, a development track, and a quarterly cohort with guest speakers. The goal was for employees to set clear goals, build relationships, job shadow, and receiving support in achieving their goals. The year long program 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.

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	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@aja.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.edu
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