

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD
EEO PUBLIC FILE REPORT
August 1, 2015 - August 1, 2016

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
Outside Account Executive	4-8, 10-15, 18, 20-22, 24-25	14
Producer- The JV Show	4-8, 10-11, 13-15, 18, 20-22, 24-26	7
On-Air Host	9	9
Outside Account Executive	1-6, 8, 11, 13-14, 16, 18-19, 21, 23-25, 27	27
Outside Account Executive	1-6, 8, 11, 13-14, 16, 18-19, 21, 23-25, 27	27
Executive Assistant to Market President	2-8, 11, 13-14, 16-19, 21, 23-26	26
Senior Vice President - Sales	1-4, 6-8, 11, 21, 24-27	26
Outside Account Executive	1-4, 6-8, 11, 21, 24-25, 27	7
Outside Account Executive	1-4, 6-8, 11, 21, 24-25, 27	7
Vice President - Agency Partnerships	1-6, 8, 11, 21, 24-25, 27	27
Air Personality	9	9
Air Personality	9	9

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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	All Access 28955 Pacific Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 General Url : http://www.allaccess.com Email : pcolbert@allaccess.com Paul Colbert	N	0
2	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : National@aaja.org KATHY CHOW	N	0
3	Bay Area STAR 900 Front Street KGO-TV-900 San Francisco, California 94111 Phone : 408-249-7682 Url : http://www.bayareastar.org Email : info@bayareastar.org Kari Yost	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	CRAIGSLIST 1381 9TH Ave San Francisco, California 94122 Phone : 415-566-6394 Ext 115 Url : http://sfbay.craigslist.org/ Fax : 1-415-504-6394 Clint Powell Manual Posting	N	0
6	Department of Rehabilitation 1234 Indiana Street San Francisco, California 94107 Phone : 415-282-9675 ext 212 Email : kbituin@hire-ability.org Fax : 1-415-920-6877 Karis Bituin	Y	0

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7	Employee Referral	N	6
8	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : http://www.edd.ca.gov/ Email : sfjobs@edd.ca.gov Tom Swinnerton	Y	0
9	Exigent Circumstances	N	3
10	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
11	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : www.helixopp.com Email : dfazio@helixopp.com David Fazio	Y	0
12	Hero 2 Hired 2901 50th Street Shirley.Pertle@EDD.ca.gov Sacramento, California 95817 Phone : 916-227-0397 Url : h2hjobs.com Shirley Pertle Manual Posting	N	0
13	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	0

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14	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	8
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
16	Indeed.com - Not Directly Contacted by SEU	N	2
17	Internal Posting	N	2
18	Monster 5 Clock Tower Place Ste #500 Maynard, Massachusetts 01754 Phone : 480-567-3578 Url : Monster.com Fax : 1-978-461-8100 Calvin Tabata Manual Posting	N	0
19	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : http://broadcastcareerlink.nabef.org/hr/jobs/ Michelle Duke Manual Posting	N	0
20	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0

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21	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102313986 Email : quenlind@rubiconprograms.org Quen Davis	Y	0
22	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
23	Station Website (One or more SEU Stations) 340 Townsend Street San Francisco, California 94107 Phone : 415-247-4359 Email : MichelleLin@iheartmedia.com Michelle Lin	N	0
24	The Art Institute of California-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 412.995.7685 Email : aharrell@aai.edu Fax : 1-408-962-6498 Amanda Harrell	Y	0
25	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5614 Email : benjaminb@sfcenter.org Benjamin Bustamante	Y	0
26	Wilson HCG Rivergate Tower r, 400 N Ashley Dr #3000 Tampa, Florida 33602	N	6
27	Word of Mouth Referral	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	9/2/2015	Participation in Job Fairs	iHeartMedia San Francisco was a media sponsor for the Oakland Diversity Career Fair. Our personnel was able to set up a booth to meet with potential employees and provide them with information on current open positions.	2	Marketing Director, Digital Media Director
2	10/22/2015	Participation in events or programs sponsored by educational institutions	Downtown High School's Music/Media Project students were given a tour of our studios and the opportunity to meet staff to learn about potential positions in the broadcasting industry.	5	Community Engagement Director, Traffic Producer, On-Air Talent, On Air Talent, Activations & Event Manager
3	11/5/2015	Participation in events or programs sponsored by educational institutions	Lee Towles MMARSS Music Project High School students were given a tour of our studios and the opportunity to meet staff to learn about potential positions in the broadcasting industry.	6	Marketing Director, Community Engagement Director, Production, TTWN Reporter, On Air Talent, Traffic Producer
4	1/26/2016	Participation in events or programs sponsored by educational institutions	Riordan High School's DJ Program Students were given a tour of our studios and the opportunity to meet staff to learn about potential positions in the broadcasting industry.	7	On Air Talent, On Air Host, TTWN Reporter, Producer, KMEL Production, Community Engagement Director, Activations & Event Manager
5	1/28/2016	Participation in events or programs sponsored by educational institutions	United for Success School Academy Students were given a tour of our studios and the opportunity to meet staff to learn about potential positions in the broadcasting industry.	6	Regional President, TTWN Reporter, Producer, Community Engagement Director, KMEL Production, On Air Talent
6	5/11/2016	Participation in events sponsored by community groups	Soulciety.Org is a non-profit organization, housed at the Reach Ashland Community Center. Our station personnel spoke with students interested in careers in Broadcasting, where they explained how they obtained their current position. Students asked any questions about all any position in the Broadcasting Media industry	1	On Air/Community Engagement Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/1/2016	Participation in events sponsored by community groups	The Professional Diversity Network, an equal opportunity network, invited iHeartMedia San Francisco to present at their Diversity Event. Our personnel were able to meet with potential employees and provide them with information on current open positions. They also provided information about our company and along with all the various career paths the company has to offer	2	On Air/Community Engagement Director, Operations Manager
8	6/2/2016	Participation in events or programs sponsored by educational institutions	The Newark Memorial High School Media Communications Academy invited us to come speak to the students in their programs about our careers and what it takes to get there. Our personnel also participated in hands on activity. They interviewed students as it was part of their student run news broadcast curriculum.	2	On Air/Community Engagement Director, Video + Music Lead