

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2013 - July 31, 2014****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
General Sales Manager	1-3, 7, 9, 12, 14, 18, 22, 24-28, 32, 34, 38-39	22
Account Executive	1-3, 5, 7, 9, 12-14, 18, 22, 24, 27-28, 32-34, 37-39, 41	13
Video New Media Lead	1-3, 5, 7, 9, 12-14, 18-19, 22, 24, 27-28, 32-34, 37-39, 41	13
On-Air Host	1-3, 5, 7, 9, 11-14, 18, 22, 24, 27-28, 32, 34, 38-39	13
Account Executive	1-5, 7, 9, 12, 14, 18-20, 22, 24, 27-28, 31-34, 37-39, 41, 43	31
Account Executive	1-5, 7, 9, 12, 14, 18-20, 22, 24, 27-28, 31-34, 37-39, 41, 43	43
Account Executive	1-5, 7, 9, 12, 14, 18-20, 22, 24, 27-28, 31-34, 37-39, 41, 43	43
Producer	1-3, 7, 9, 12, 14, 18-19, 22, 24-25, 27-29, 32-34, 37-39, 41, 43	43
Executive Sales Assistant	1-3, 7, 9-10, 12, 14, 18-19, 22, 24-25, 27-28, 32-34, 37-39, 41, 43	25
Finance Operations Manager	1-3, 7, 9-10, 12, 14, 18-19, 22, 24, 26-28, 32, 38-39	22
Account Executive	1-3, 5, 7, 9, 12, 14, 19, 22, 25-28, 32-33, 37-43	43
Account Executive	1-3, 5, 7, 9, 12, 14, 19, 22, 25-28, 32-33, 37-43	43
Assistant PD/-On-Air	1-3, 5, 7, 9-10, 12, 14, 18-19, 22, 27-28, 32, 38-40, 43	10
Morning Show Producer	1-3, 5, 7, 9-10, 12, 14, 18-19, 22, 27-28, 32-33, 37-41	22
Sales Assistant/Coordinator	1-3, 5, 7-9, 12, 14, 16, 18-19, 22, 25, 27-28, 32-33, 37-41, 43	25
Sales Coordinator	1-3, 5-9, 12, 14, 18-19, 22, 24, 27-28, 30, 32-33, 35, 37-41, 43	2
Sales Coordinator	1-3, 5-9, 12, 14, 18-19, 22, 24, 27-28, 30, 32-33, 35, 37-41, 43	43
Sales Coordinator	1-3, 5-9, 12, 14, 18-19, 22, 24, 27-28, 30, 32-33, 35, 37-41, 43	22
Account Executive	1-3, 6-10, 12, 14-15, 18, 17, 19, 22, 24, 26-28, 30, 32-33, 35, 37-41	10

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Assistant Studio Engineer	1-3, 6-10, 12, 14, 16, 18-19, 21-22, 24-25, 27-28, 30, 32-33, 35-41	10
Automotive Account Executive Specialist	3, 5-8, 12, 14, 18-19, 21-24, 27, 30, 32-33, 35, 37-41, 43	23
Account Executive	1-3, 5-9, 12, 14, 18-19, 21-24, 27-28, 30, 32-33, 35, 37-41, 43	23

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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 Fax : 1-310-457-8058 Paul Colbert Manual Posting	N	0
2	All SEU WEBSITES/KMEL, KYLD,KISQ, KKSF, KIOI, KOSF 340 Townsend Street San Francisco, California 94107 Phone : 415-247-4531 Email : stefanieochotorena@iheartmedia.com Stefanie Ochotorena	N	1
3	Bay Area Star KGO-TV 900 Front Street San Francisco, California 94111 Phone : (408)249-7682 Yost Karie Manual Posting	N	0
4	Beyond.com 1060 First Ave Ste #100 King of Prussia, Pennsylvania 19406 Phone : 646-278-9946 Direct Url : www.beyond.com Fax : 1-610-878-2801 Liz Safdieh Manual Posting	N	0
5	CA Chicano News Media Association 727 W. 27TH ST Room 201 Los Angeles, California 90007-3212 Phone : 213-821-0075 Direc Url : http://cnma.org Email : cnmainfo@cnma.org Fax : 1-213-743-1838 Sylvia Wells	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Cal Jobs Employment Development Department P.O. Box 826880, MIC 29 Sacramento, California 94280-0001 Employment Development Department Employment Development Department Manual Posting	N	0
7	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
8	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5255 Email : aknapel@cet2000.org Kate Manley	Y	0
9	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
10	Current Employee	N	8
11	Current Employee/Internal Promotion	N	1
12	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
13	Employee Referral	N	9

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14	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
15	EntertainmentCareers.net 2118 Wilshire Blvd. #401 Santa Monica, California 94103 Online Job Service Online Job Service Manual Posting	N	0
16	Former Employee	N	2
17	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	1
18	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-399-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
19	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
20	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	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
22	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	20
23	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	2
24	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0
25	Indeed.com - not directly contacted by SEU	N	10
26	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 LinkedIn Corporation Manual Posting	N	2
27	Media News Group 101 West Colfax Ave Suite 1100 Denver CO 80202, California 94536 Phone : 303.954.6360 Email : ccnmaininfo@ccnma.org Media News Group	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
29	Other Source	N	1
30	recruit.net 2706 The Centrium 61 Wyndham St Central, Hong Kong Phone : 852-2525-0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
31	Recruiter	N	4
32	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102313986 Email : quenlind@rubiconprograms.org Quen Davis	Y	0
33	San Francisco State University 1600 Holloway Avenue San Francisco, California Phone : 415-338-1764 Url : https://www.myinterfase.com/sfsu/employer/ Edwin Critchlow Manual Posting	N	0
34	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Email : daniel.newell@sjsu.edu Fax : 1-408-924-6099 Daniel Newell	N	0
35	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Indiana 46260 Url : http://www.sbe.org/sections/jobs_online.php Scott Jones Manual Posting	N	0
37	STANFORD UNIVERSITY 518 Memorial Way 3rd Floor Stanford, California 94305 Phone : 650-725-3236 Url : http://www.stanford.edu/ Fax : 1-650-725-5528 Charlotte Carter Manual Posting	N	0
38	The Art Institute of California-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 412.995.7685 Email : dkuzmiak@aii.edu Fax : 1-408-962-6498 Devra Pransky	Y	0
39	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0
40	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5614 Email : benjaminb@sfcenter.org Benjamin Bustamante	Y	0
41	UC Berkley 2111 Bancroft Berkeley, California 94720 Phone : 510-642-0464 General Url : https://berkeley-csm.symplicity.com/employers/ Nancy McFarland Manual Posting	N	0
42	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Word of Mouth Referral	N	20
TOTAL INTERVIEWS OVER REPORTING PERIOD:			85

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2013	Establishment of an intern program designed to assist members of the community	In the Fall of 2013, our SEU hosted an internship with our Activation, Programming and Engineering Departments. Thirty-three students participated in our program. The students who participated in our program came from the following colleges: San Francisco City, University of San Francisco, San Francisco State, Expression, Cal State East Bay, Chabot, Laney, San Jose City, Ohlone and Foothill. The Activation interns assisted the promotions crew with event planning, on-site events, and prize distribution. The Programming Interns assisted our Morning Shows with show prep and station blogs. Our Engineering Intern assisted our engineers in our studios and performance lounge.	3	Director of Marketing and Promotions VP of Programming Cheif Engineer
2	8/7/2013	Participation in Job Fairs	On Wednesday, August 7th 2013, Our SEU participated in "Diversity Employment Day" career fair sponsored by the Diversity Recruiters Network. The fair was held at the County of Alameda Training & Education Center in Oakland, CA. At the fair we solicited resumes and spoke with attendees about careers in broadcasting.	2	Director of Marketing and Promotions Promotions Coordinator
3	8/13/2013	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our newsroom, business office, and KMEL's studios for JUMA. JUMA is a program designed to break the cycle of poverty by ensuring young people to get a 4-year university degree.	4	On-Air Talent/ Community Engagement Director Assistant Program Director Promotions Assistant On-Air
4	9/10/2013	Participation in Job Fairs	Our SEU Participated in HIRE Job Fair for San Francisco. the job fair took place at Hotel Whitcomb in San Francisco, CA. At the fair we directed interested attendees to our online career site. We also spoke to them about careers in broadcasting.	2	EA/ Office Manager Promotions Director

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5	12/11/2013	Participation in events sponsored by community groups	Our SEU hosted students and staff members from Camp Glenwood for a studio tour. Camp Glenwood serves high-risk young men facing extended detention in juvenile hall. The young men and staff were given "behind the scenes" view of our facilities and had the opportunity to ask questions about careers in broadcasting.	5	On Air/ Community Engagement Director On-Air Talent/APD Promotions Coordinator Assistant Activation Director
6	1/11/2014	Establishment of an intern program designed to assist members of the community	In the Spring of 2014, our SEU hosted an internship with our Activation and Programming Department. Thirty-four students participated in our internship program. The students who participated in our program came from the following colleges: Diablo Valley, Cal State East Bay, Berkeley City, San Francisco State, Chabot, De Anza, Laney, San Jose State, San Jose City, Notre Dame, University of Hawaii and Mills College. The Activation interns assisted the promotions crew with event planning, on-site events, and prize distribution. The Programming Interns assisted our Morning Shows with show prep and station blogs.	2	Director of Marketing and Promotions VP of Programming
7	1/29/2014	Participation in Job Fairs	Our SEU Participated in HIREvents Job Fair for San Jose. the job fair took place at the Doubletree Hotel in San Jose, CA. At the fair we directed interested attendees to our online career site. We also spoke to them about careers in broadcasting.	2	EA/ Office Manager Promotions Coordinator
8	2/4/2014	Participation in Job Fairs	Our SEU Participated in Stanford University's career and internship fair. The job fair took place at Stanford University in Palo Alto, CA. At the fair we directed interested attendees to our online career site. We also spoke to them about careers in broadcasting.	2	EA to VP of Sales Sales Coordinator

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9	3/12/2014	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our newsroom, engineering office , KYLD production studio and KMEL's studios for the youth from Pathways for Kids. The kids were high school students from grades 9-12 and they were participating in a career exploration program with focus on broadcasting and media.	6	On Air/ Community Engagement Director Traffic Producer AM Producer/On-Air Talent On-Air Talent
10	3/25/2014	Participation in Job Fairs	Our SEU Participated in HIREvents Job Fair for Bay Area/ San Francisco. The job fair took place at Hotel Whitcomb in San Francisco, CA. At the fair we directed interested attendees to our online career site. We also spoke to them about careers in broadcasting	2	Sales Manager Promotions Coordinator
11	4/12/2014	Participation in scholarship programs	On Saturday April 12th, 2014. our SEU participated in NATPE's Career Day, Job Fair and Station Tours at the KRON 4 Studios in San Francisco. Market President, JD Freeman spoke on the panel and awarded Three \$1,500 Scholarships on behalf of CCM+E. We also participated in the Job Fair portion of the event where we spoke to student about our available internship programs.	4	Market President EA/Office Manager Assistant Promotions Director Video and New Media Lead
12	5/6/2014	Participation in Job Fairs	Our SEU Participated in HIREvents Job Fair for the East Bay. The job fair took place at Hilton Garden Inn in Emeryville, CA. At the fair we directed interested attendees to our online career site. We also spoke to them about careers in broadcasting	2	EA/ Office Manager Assistant Business Manager

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13	7/11/2014	Establishment of an intern program designed to assist members of the community	In the summer of 2014, our SEU hosted an internship with our Activation and Programming Department. Twenty-eight students participated in our internship program. The students who participated in our program came from the following colleges: San Francisco State, Diablo Valley, Berkeley City, Pacific Union, Salem, Sacramento, Cal State East Bay and Grambling State. The Activation interns assisted the promotions crew with event planning, on-site events, and prize distribution. The Programming Interns assisted our Morning Shows with show prep and station blogs.	2	Director of Marketing and Promotions VP of Programming