

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
VP of Sales	2, 4-10, 12, 14-15, 17-18, 20, 23, 27, 33-36, 38, 40, 42-45	45
General Sales Manager	2, 4-10, 12, 14-15, 17-18, 20, 23, 27, 29, 33-36, 38-40, 42-44	39
Account Executive	2, 4-10, 12, 14-15, 17-18, 20-21, 23, 27, 29, 33-36, 38, 40, 42-45	45
Account Executive	2, 4-10, 12, 14-15, 17-18, 20-21, 23, 27, 29, 33-36, 38, 40, 42-45	45
KIOI/KYLD Program Director	2, 4-12, 14-15, 17-18, 20, 23, 27, 29, 33-36, 38, 40, 42-45	11
Assistant Program Director/Music Director/On-Air T	2-5, 7-12, 14-15, 17-18, 20, 23, 27, 29, 33-36, 38, 40, 42-44	11
Local Talk Show Host	2-10, 12, 14-15, 17-18, 20, 23, 25, 27, 29, 33-36, 38, 40, 42-45	45
Online Content Manager	2, 4-12, 14-15, 17-18, 20, 23, 29, 33-36, 38, 40, 42-44	11
Account Executive	2, 4-5, 7-10, 12, 14-15, 17-18, 20, 23-24, 26, 29, 32-36, 38, 40, 42-45	32
Account Executive	2, 4-5, 7-10, 12, 14-15, 17-18, 20, 23-24, 26, 29, 32-36, 38, 40, 42-45	45
Finance Manager	2, 4-5, 7-12, 14-15, 17-18, 20, 23, 26, 29, 33, 35-36, 38, 40, 42-44	11
General Sales Manager	2, 4-5, 7-12, 14-15, 17-18, 20, 23, 29, 33-36, 38, 40, 42-45	11
Programming Assistant	2, 4-5, 7-12, 14-15, 17-18, 20, 23, 29, 33-36, 38, 40, 42-44	11
KOSF MORNING SHOW CO-HOST/PRODUCER	2-5, 7-10, 12, 14-15, 17-18, 20, 23, 29, 33-35, 38, 40, 42-45	20
KYLD Night Opening	2-5, 7-15, 17-18, 20, 23, 29, 33-36, 38, 40, 42-45	3
Producer	2, 4-5, 7-12, 14-15, 17-18, 20, 23, 29, 33-36, 38, 40, 42-45	45
Executive Assistant/Office Manager	2, 4-5, 7-10, 12, 14-15, 17-18, 20-21, 23, 29, 33-36, 38, 40, 42-44	21
KIOI AM Show Producer	2, 5, 7-12, 14-15, 17-18, 20, 23-24, 29, 33-36, 38, 40, 42-45	11
Sales Coordinator - Creative Services	2, 5, 7-10, 12, 14-15, 17-18, 20-21, 23-24, 26, 29, 33-36, 38, 42-44	26
Activation Coordinator	2, 5, 7-12, 14-15, 17-18, 20, 23, 29, 33-36, 38, 42-44	11
Insights and Analytics Director	2, 5, 7-12, 14-15, 17-18, 20, 23-24, 29, 33-36, 38, 40, 42-44	11

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
Digital Program Director	2, 5, 7-12, 14-15, 17-18, 20, 23, 29-30, 33-36, 38, 40, 42-44	11
National Sales Director	1, 8, 10-12, 14, 16-17, 19, 21-22, 26, 28, 31, 34-35, 37-38, 40-41, 43-44	11

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM

EEO PUBLIC FILE REPORT

August 1, 2014 - July 31, 2015

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	Ajilon Finance (not directly contacted by SEU) 1 Kaiser Plz Oakland, California Phone : 415.365.2000 Email : lisa.groover@ajilonfinance.com Lisa Grover	N	0
2	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
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	9
4	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	0
5	Bay Area Star KGO-TV 900 Front Street San Francisco, California 94111 Phone : (408)249-7682 Yost Karie Manual Posting	N	0
6	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

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM

EEO PUBLIC FILE REPORT

August 1, 2014 - July 31, 2015

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
7	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
8	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
9	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5255 Email : aknapel@cet2000.org Kate Manley	Y	0
10	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
11	Current Employee	N	22
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	1

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
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	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-399-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
16	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
17	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
18	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
19	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

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
20	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	12
21	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	4
22	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
23	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
24	Indeed.com - not directly contacted by SEU	N	5
25	Inside Radio P.O Box 567925 Atlanta, Georgia 31156 Gene Mckay Manual Posting	N	0
26	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 LinkedIn Corporation Manual Posting	N	2

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
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
28	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
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell Prong 2 Ended Date: 4/9/2015	N	0
30	NATIONAL ASSOCIATION DOR MULTI-ETHNICITY IN COMMUNICATIONS (NAMIC) 9876 Wilshire Blvd Beverly Hills, California 90210 Phone : 212-594-5985 Ext 13 Url : http://www.namic.com/index.php Danny McGlone Manual Posting	N	0
31	Northern California Broadcasters Association 50 Francisco Street, Suite 103 San Francisco, California 94133 Phone : 415-292-5700 Email : arobillard@ncradio.com Amanda Robillard Robillard	N	0
32	Previous Employee	N	1

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
33	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
34	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102313986 Email : quenlind@rubiconprograms.org Quen Davis	Y	0
35	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
36	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
37	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
38	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

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****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
39	Station Website Posting (One or More SEU Stations)	N	1
40	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
41	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
42	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
43	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5614 Email : benjaminb@sfcenter.org Benjamin Bustamante	Y	0
44	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
45	Word of Mouth Referral	N	21
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/25/2014	Establishment of an intern program designed to assist members of the community	In the Fall of 2014, our SEU hosted an internship program with our Activations, and Programming departments. Twenty students participated in the program and attend the following colleges/universities: SF State University, Sacramento City College, San Jose State University, Chabot College, Los Medanos College, Laney College, Diablo Valley College, Berkeley City College, and Pacific Union College. The Activation interns assisted our promotions department with event planning, on-site events, and prize distribution. The Programming interns assisted our Morning Show staff with show preparation and station blogs.	2	Director of Marketing & Promotions SVP of Programming
2	12/9/2014	Participation in Job Fairs	Our SEU participated in the 19th Annual HIREvents Job Fair for the San Francisco Bay Area. The job fair took place at the Hotel Whitcomb in San Francisco, CA. At the fair, we directed interested attendees to our online career site to apply for any positions of interest. We also spoke about careers in the broadcasting industry.	2	EA/Office Manager On Air/Community Engagement Director
3	1/14/2015	Participation in events sponsored by community groups	Our SEU hosted a tour of our studios and business office to students from MACLA, an organization that focuses on contemporary arts space grounded in the Chicano/Latino experience that utilizes the arts and media to spark social change. We spoke about careers in broadcasting and how they affect change.	2	On Air/Director of Community Engagement Production Director
4	1/26/2015	Participation in events sponsored by community groups	Our SEU hosted a tour of our newsroom, studios, and office for the Boy Scouts of America (BSA). We discussed careers in broadcasting for their career exploration activity and this tour helped to fulfill the requirements for the BSA's public speaking badge.	3	On Air/Community Engagement Director Production Director Market President

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/2/2015	Establishment of an intern program designed to assist members of the community	In the Spring of 2015, our SEU hosted an internship program with our Activations departments. Nine students participated in the program and attend the following colleges/universities: SF State University, College of Marin, Foothill College, Notre Dame de Namur University, Florida Atlantic University, Miami University and University of San Francisco. They assisted our promotions department with event planning, on-site events, and prize distribution.	2	Director of Marketing Events Director
6	2/19/2015	Participation in events sponsored by community groups	Our SEU hosted a tour of our newsroom, studios, and office for the Young Community Developers, an organization that empowers and inspires local residents to engage in employment and educational opportunities. This tour is in conjunction with the Career Exploration Program and taught youth the importance of fostering relationships with local businesses and media partners.	2	On Air/Community Engagement Director Production Director
7	3/24/2015	Participation in Job Fairs	Our SEU participated in the HiREvent Job Fair for the San Francisco Bay Area. The job fair took place at the Hotel Whitcomb in San Francisco, CA. At the fair, we directed interested attendees to our online career site to apply for any positions of interest. We also spoke about careers in the broadcasting industry.	2	Events Director On Air/Community Engagement Director
8	4/23/2015	Hosting of Job Fair	Our SEU conducted a live, on-air campaign designed to encourage listeners to pursue a career in radio sales with iHeartMedia. Our KISQ-FM, KMEL-FM, KYLD-FM, KIOI-FM, and KOSF-FM on-air personalities used a portion of their live programs to describe the benefits of the job and invite listeners to contact them personally to express their interest.	5	On Air Talent On Air Talent On Air Talent On Air Talent

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2014 - July 31, 2015****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	5/6/2015	Participation in Job Fairs	Our SEU participated in the East Bay's HIREvents Job Fair for the San Francisco Bay Area. The job fair took place at the Hilton Garden Inn in Emeryville, CA. At the fair, we directed interested attendees to our online career site to apply for any positions of interest. We also spoke about careers in the broadcasting industry.	2	Director of Marketing On Air/Community Engagement Director
10	6/30/2015	Participation in events sponsored by community groups	Our SEU hosted a tour of our newsroom, production studios, and VIP Lounge to youth participating in the JUMA Summer Program. This organization's mission is to break the cycle of poverty by ensuring that young people complete a four year college degree. We discussed careers in broadcasting and how higher education helped us obtain our positions.	2	On Air/Community Engagement Director Production Director