

KIOI-FM, KISQ-FM, KKSF-AM, KMEL-FM, KNEW-AM, KOSF-FM, KYLD-FM**EEO PUBLIC FILE REPORT****August 1, 2012 - July 31, 2013****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
Account Manager	1-10, 13, 16-19, 21-24, 26-29	19
Studio Technical Manager	1-6, 8-10, 17-18, 21, 24-25, 28	9
Account Manager	1-10, 13, 16-18, 21-24, 26-29	9
Account Manager	1-10, 13, 16-18, 21-24, 26-29	16
Account Manager	1-10, 13, 16-18, 21-24, 26-29	9
Account Manager	1-10, 13, 16-18, 21-24, 26-29	16
Account Manager	1-10, 13, 16-18, 21-24, 26-29	9
Sales Assistant/Coordinator	1-3, 5-10, 13, 17-18, 20-24, 26-29	9
General Sales Manager	1-3, 5-10, 13, 17-18, 21, 23-24, 27-28, 30	9
Account Manager	1-11, 13, 18, 21-24, 26-29	9
Digital Project Coordinator	1-10, 13, 15-18, 21-24, 26-29	7
Executive Sales Assistant	1-3, 5-10, 12-14, 17-18, 21-24, 26-29	3
Sales Coordinator	1-10, 12-14, 17-18, 21-24, 26-29	9
Account Executive	1-10, 12, 14, 17-18, 21-23, 26-29	6
Account Executive	1-10, 12, 14, 17-18, 21-23, 26-29	6
Account Executive	1-10, 12, 14, 17-18, 21-23, 26-29	6
Account Executive	1-10, 12, 14, 17-18, 21-23, 26-29	9
Senior Account Executive	1-10, 12-14, 16-18, 21, 23, 27-28	9
KKSF Producer	1-10, 12-14, 17-18, 21, 23, 27-28	9
Digital Logistics Coordinator	1-10, 12-18, 21-23, 26-29	9
Sales Coordinator	1-10, 12-14, 17-18, 21-23, 26-29	14

EEO PUBLIC FILE REPORT**August 1, 2012 - July 31, 2013****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 Fax : 1-310-457-8058 Paul Colbert Manual Posting	N	0
2	All SEU WEBSITES/KMEL, KYLD, KISQ, KKSF, KIOI, KNEW, KOSF 340 Townsend Street San Francisco, California 94107 Phone : 415-247-4531 Email : stefanieochotorena@clearchannel.com Stefanie Ochotorena	N	0
3	Bay Area Star KGO-TV 900 Front Street San Francisco, California 94111 Phone : (408)249-7682 Yost Karie Manual Posting	N	1
4	CA Chicano News Media Association 727 W. 27TH ST Room 201 Los Angeles, California 90007-3212 Phone : 213-821-0075 Direc Url : http://ccnma.org Email : ccnmainfo@ccnma.org Fax : 1-213-743-1838 Sylvia Wells	N	0
5	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

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6	Clear Carrers Website 200 E. Basse Rd San Antonio, Texas 78209 Phone : 210-832-3417 Url : http://clearcareers.clearchannel.com/ Mary Rudy Manual Posting	N	8
7	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	3
8	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
9	Employee Referral	N	36
10	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
11	Former Employee	N	1
12	Glassdoor 1 Harbor Drive Sausalito, California 94965 Morgan Hoogvelt Manual Posting	N	0

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13	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
14	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Career Services N/A Manual Posting	N	5
15	Internal Candidate	N	4
16	Linked In (not directly contacted by SEU)	N	13
17	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
18	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
19	Non-Employee Referral	N	1
20	On Air Recruitment Ad (one or more SEU stations)	N	1
21	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 510-412-1723 Email : nicoleh@rubiconprograms.org Nicole Harden	Y	0

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22	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
23	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 Prong 2 Ended Date: 7/16/2013	N	0
24	Services for Brain Injury 60 Diggett Drive San Jose, California 95134 Phone : 408-434-2277 Email : NBillings@SBICares.org Fax : 1-408-434-2277 Nancy Billings Prong 2 Ended Date: 2/21/2013	N	0
25	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
26	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

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27	The Art Institute of California-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 412.995.7685 Fax : 1-408-962-6498 Devra Pransky	Y	0
28	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
29	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
30	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	8/1/2012	Establishment of an intern program designed to assist members of the community	In the Fall of 2012, our SEU hosted an internship program with our Promotions Department. Twenty-one students from Contra Costa College, Laney College, San Francisco State University, Solano College, San Francisco City College, Berkeley City College, Cal State East Bay, Diablo Valley College and San Jose State interned at KYLD and KMEL in the Promotions Department. The interns assisted the promotions crew with event planning, on-site events, and prize distribution.	2	Director of Marketing and Promotions KMEL/KYLD Promotions Director
2	8/26/2012	Hosting of Job Fair	Clear Channel San Francisco conducted two On-Air campaigns designed to encourage listeners to pursue a career in radio sales with Clear Channel. Our 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. Campaign 1 ran from 8/26/2012-9/25/2012; campaign 2 ran from 9/30/2012-10/30/2012.	3	Market President VP of Sales VP of Programming
3	8/29/2012	Participation in Job Fairs	On Wednesday, August 29, 2012, 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. At the fair we solicited resumes and spoke with attendees about careers in broadcasting.	2	Sales Manager Key Account Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/1/2013	Establishment of an intern program designed to assist members of the community	In the Spring of 2013, our SEU hosted an internship with our Promotions Department. Twenty-four students from San Francisco State University, UC Berkeley, College of Alameda, West Valley College, City College of San Francisco, Peralta Community College, Contra Costa College, Laney College and De Anza College interned at the stations in the Promotions Department. The interns assisted the promotions crew with event planning, on-site events, and prize distribution.	3	Promotions Director KMEL/KYLD Promotions Director Director of Marketing and Promotions
5	1/2/2013	Participation in events or programs sponsored by educational institutions	On January 2, 2013 we hosted five students and two 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 a "behind the scenes" view of our facilities and had the opportunity to ask questions about careers in broadcasting.	5	On-Air/Community Engagement Director KYLD AM Producer On-Air/Assistant Program Director KMEL Assitant Promotions Director KYLD
6	1/30/2013	Participation in Job Fairs	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. At the fair we solicited resumes and spoke with attendees about careers in broadcasting.	2	Sales Manager Sales Assistant
7	2/11/2013	Participation in events sponsored by community groups	Our SEU hosted a tour of our newsroom, business office and KMEL's studios for members of the Tenderloin Neighborhood Development Youth Program. The Tenderloin Neighborhood Development Youth Program serves more than 250 youth ages 5 to 18 and their families. The majority of the participants are from the Tenderloin neighborhood.	6	On-Air/ Community Engagement Director KYLD On-Air Talent Production Assistant KMEL Assistant Program Director

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8	3/21/2013	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our newsroom, business office and KMEL's studios for the broadcasting class at Call State University East Bay. Cal State is based out of Hayward, CA	6	On Air/ KMEL Assistant Program Director On-Air Talent Promotions Director/Digital Program Director On Air/Community Engagement Director
9	4/10/2013	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our newsroom, business office, and KMEL's studios for Pathways for Kids. Pathways for Kids is a program that helps prepare inner city children for higher education and the workforce.	4	On-Air/ Community Engagenent Director Manager of Traffic Operations AM Producer/ On-Air Talent Production Assistant
10	4/23/2013	Participation in Job Fairs	Our SEU participated in HIRE Job Fair for Silicon Valley. The Job Fair took place at the Embassy Suites in Milpitas, California.	2	Executive Assistant/Office Manager Promotions
11	5/1/2013	Participation in Job Fairs	Our SEU participated in San Jose State University's public relations career/internship fair. The event was held in conjunction with SJSU's 9th annual PR Day.	3	Assistant Promotions Dir. Promotions Coordinator Van Driver
12	5/15/2013	Participation in Job Fairs	Our SEU participated in "San Francisco's 13th Annual Diversity Employment Day". The Event was sponsored by "City Career Fair" and took place at St. Mary's Cathedral and Event Center in San Francisco, California.	2	VP of Operations Sales Coordinator
13	5/23/2013	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our newsroom, business office, and KMEL's studios for the radio broadcasting students from Chabot College. Chabot College is a community college based out of Hayward, California.	6	Production Assistant AM Producer/ On-Air Talent Assistant Promotions Director On Air/Community Engagement Director

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14	6/1/2013	Establishment of an intern program designed to assist members of the community	<p>In the Summer of 2013, Our SEU hosted a number of internship programs. Forty-three students from City College of San Francisco, Canada College, Sacramento State University, UC Davis, San Francisco State University, Holy Names University, Diablo Valley College, University of San Francisco, Cal State East Bay, Cal State Los Angeles, Foothill Community College, De Anza College, San Jose State University, Los Medanos College, Academy of Arts University, University of Hawaii, Cogsuvell Polytechnical College, Laney College and Lincoln University interned at the stations in the Promotions Department. The interns assisted the promotions crew with event planning, on-site events, and prize distribution.</p> <p>One student from San Francisco State University interned in our Engineering Department. The intern was exposed to both new technology and existing or legacy technology, including studio equipment, digital storage, and transmission systems (both terrestrial and internet-based).</p>	4	Promotions Director KMEL/KYLD Promotions Director Director of Marketing and Promotions Director of Engineering
15	6/20/2013	Participation in events sponsored by community groups	Our SEU hosted a tour of our newsroom, business office, and KMEL's studios for students from "Enterprise for High School Students". Enterprise for High School Students (EHSS) empowers and prepares young people for success in employment and higher education.	5	On Air/ Community Engagement Director Assistant Program Director AM Producer/On-Air Talent Sales Manager