

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
Senior Account Executive	1-16, 20, 22-23, 26, 28	12
Entry Level Account Executive	1-16, 19, 21-26, 28	19
Radio Account Executive	1-16, 21-23, 26-28	16
Project Manager	1-10, 12-16, 22-23, 26, 28	12
National Sales & Promotions Coordinator	1-10, 12-18, 22-23, 26, 28	17
Digital Sales Engineer	1-16, 22-23, 26, 28	12

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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	14Th Annual Latina Business Workshop Conference 7500 West Lane S 111 Stockton, California 95207 Phone : 209-468-3500 Fax : 1-209-228-2991 Daryl Fitzgerald	N	0
2	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
3	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : National@aja.org KATHY CHOW	N	0
4	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
5	CA Chicano News Media Assoc 725 Arizona Ave., Suite 206 Santa Monica, California 90401-1734 Phone : NA Email : cnmainfo@cnma.org Fax : 1-424-238-0271 EEO Officer	N	0
6	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
8	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0
9	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : garymartin@accesssacramento.org Fax : 1-916-691-7181 Gary Martin	N	0
10	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
11	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
12	Employee Referral	N	9
13	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

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14	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
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
16	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
17	Indeed.com - Not directly contacted by SEU	N	1
18	Internal Candidate	N	1
19	LinkedIn - Not directly contacted by SEU	N	1
20	Non-Employee Referral	N	1
21	On-Air Announcement (One or More SEU Stations)	N	2
22	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102205294 Email : TraciR@rubiconprograms.org Monique Brown	Y	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	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
24	Station Website (one or more SEU stations) (navigation link to corporate careers website) 340 Townsend Street San Francisco, California 94107 Phone : 415-247-4359 Michelle Lin	N	0
25	Station Website Posting (navigation link to corporate careers website)	N	1
26	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : mias@sfcenter.org Mia Satya	Y	0
27	Unknown (source not adequately identified upon inquiry by SEU)	N	1
28	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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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	10/31/2019	Participation in events or programs sponsored by educational institutions	On October 31, 2019, our SEU's Digital Program Director, Social Media Manager, On-Air Talent, and Traffic Report hosted a group of students from SF State University's Intro to Radio & Podcasting class for a tour of our facilities. The students met with our on-air staff, programming management, and other staff in the marketing, activations, sales, and digital departments. The students learned about the day-to-day routines for various jobs and discussed educational requirements, career paths, how to learn on the job, and how to get your foot in the door in the broadcasting industry. Our SEU's participants also discussed entry level positions in the broadcast industry and how to apply for those jobs.	4	Digital Program Director Social Media Manager On-Air Talent Traffic Reporter
2	12/6/2019	Establishment of training programs for station personnel	From December 6, 2019 to February 28, 2020, our Events Managers offered training and mentoring to three promotions events support staffers so that the trainees could learn and build the skills required to qualify for higher-level Events Manager positions, including creating day of show sheets, coordinating with artists' and their label, and communicating to listeners. The program included mentor/mentee "shadow" days, was focused on maximizing the trainees' career development potential, and allowed the trainees to play important roles in planning and coordinating various events.	4	Promotion Events Support Promotion Events Support Promotion Events Support Event Manager