

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ**EEO PUBLIC FILE REPORT****August 1, 2016 - July 31, 2017¹****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	3, 8-9, 11-13, 15	13
Outside Account Executive	1, 3, 8-14	13
On-Air Talent	1-4, 8-9, 11-12, 14	14
On-Air Talent	1-3, 5, 8-9, 11-12	5
Outside Account Executive	2-3, 8-9, 11-12	11
Outside Account Executive	2-3, 8-9, 11-12	11
Spanish Language Morning Show Co- Host/Producer/Pro	7	7
Outside Account Executive	1, 3, 6, 8-9, 11-12	6

¹ This Report was modified in September 2018 to address reporting issues.

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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	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
2	All Access Music Group 28955 Pacific Coast Highway ste 210 Malibu, California 90265 Phone : 310 457-6616 Url : www.allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	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
4	California State University Fresno Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	N	0
5	Current Employee - Transfer/Promotion	N	1
6	Current Employee/Internal Promotion	N	1
7	Exigent Circumstances	N	1
8	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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9	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	0
10	Indeed.com (source not directly contacted by SEU)	N	1
11	On-Air Announcements (One or more SEU stations) 83 E Shaw Ave Ste 150 Fresno, California 93710 Phone : 559-230-4341 Email : Janashilow@iheartmedia.com Jana Shilow	N	3
12	Station Website (one or more SEU stations) (Navigation link to company careers website) 83 E Shaw Ave Ste 150 Fresno, California 93710 Phone : 559-230-4300	N	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	2
14	Walk In/Self-Referral	N	2
15	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : irodriguez@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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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	1/1/2017	Establishment of a mentoring program	During the reporting period, our SEU conducted a mentoring program for junior account executives. Appointed senior account executives provided overall career guidance and closely supervised each in their professional development, assisting with sales calls and procedural matters as well as sales events. After successfully completing the mentoring program, one of our junior account executives graduated into a senior account executive role.	10	
2	1/23/2017	Participation in events or programs sponsored by educational institutions	On January 23, 2017, our SEU hosted high school students from Roosevelt High School for a station tour. Students were able to see our facilities and speak with our On-Air Personalities and Promotions Director. Following the tour, students participated in a Q&A session where they had the opportunity to ask questions about careers in broadcasting.	1	On-Air Personality Promotions Director
3	4/20/2017	Participation in events or programs sponsored by educational institutions	On April 20, 2017, our SEU hosted students from Fresno State's Radio Television Digital program. Students were able to see our facilities and speak with our On-Air Personalities and Promotions Director. Following the tour, students participated in a Q&A session where they had the opportunity to ask questions about careers in broadcasting.	8	On-Air Personality Promotions Director On-Air Personality On- Air Personality