

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

| <b>Job Title</b>                          | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>     | <b>RS Referring<br/>Hiree</b> |
|---|--|-------------------------------|
| Account Executive, Riverside              | 1, 3-4, 6, 8, 11-17, 19-20, 23-27, 31-33,<br>35-36             | 11                            |
| Account Executive / Temecula, CA          | 1, 3-4, 7-8, 12-17, 22-25, 27, 30-33, 35-<br>36                | 30                            |
| Outside Account Executive                 | 1, 3-4, 6, 8, 11-12, 14-17, 19-20, 23-27,<br>31-36             | 11                            |
| Outside Account Exec 100% Commission      | 1, 3-4, 6, 8, 12, 15-16, 19-20, 23-24, 26<br>-27, 32-33, 35-36 | 16                            |
| Sales Support                             | 1-6, 8, 12, 15-16, 18-21, 23-24, 26-28,<br>32-36               | 32                            |
| Outside Account Exec. Salary + Commission | 1-4, 6, 8-12, 15-16, 19-20, 23-24, 26-<br>27, 32-36            | 11                            |
| Traffic Coordinator                       | 1-4, 6, 8-9, 12, 15-16, 18, 20-21, 23-24,<br>26-27, 29, 32-36  | 16                            |
| Outside AE Base + Comm                    | 1-4, 6, 8, 12, 15-16, 19-20, 23-24, 26-<br>27, 32-36           | 16                            |

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---|--|---|
| 1                    | Allaccess.com - All Access Music Group<br>28955 Pacific Coast Highway Suite 210-5<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Url : www.allaccess.com<br>Fax : 1-310-457-8058<br>Career Services<br>Manual Posting | N  | 1   |
| 2                    | AMFMJobs.com<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8117<br>Url : www.amfmjobs.com<br>Fax : 1-760-754-2115<br>Mark Holloway<br>Manual Posting   | N  | 0   |
| 3                    | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : http://www.yourcba.com<br>Joe Berry<br>Manual Posting   | N  | 0   |
| 4                    | California State University<br>5500 University Parkway<br>San Bernardino, California 92407<br>Phone : 909-537-5250<br>Url : www.career.csusb.edu<br>Edgar Perez<br>Manual Posting   | Y  | 0   |
| 5                    | Career Builder<br>8420 W. Brynmar Avenue<br>Chicago, Illinois 60631<br>Phone : 713-850-9122<br>Url : www.careerbuilder.com<br>Fax : 1-773-353-4987<br>Ashley O'Hara<br>Manual Posting   | N  | 0   |
| 6                    | Clear Channel - Riverside<br>2030 Iowa Avenue<br>Riverside, California 92507<br>Teresa Sloan-Hutchinson<br>Manual Posting   | N  | 0   |

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 7                | Clear Channel - Temecula<br>27349 Jefferson Avenue Ste 116<br>Temecula, California 92590<br>Lynda Lemke<br>Manual Posting  | N  | 0   |
| 8                | County of San Bernardino Workforce Development Dept.<br>215 N 'D' Street Suite 201<br>San Bernardino, California 92415<br>Phone : 909-948-6620<br>Url : www.jesd.com<br>Email : gmiller@wdd.sbcounty.gov<br>Fax : 1-909-387-4700<br>Glenn Miller | Y  | 0   |
| 9                | Current Employee   | N  | 2   |
| 10               | Current Employee/Internal Promotion  | N  | 1   |
| 11               | Employee Referral  | N  | 5   |
| 12               | Employment Development Dept.<br>658 E. Brier Drive, Ste. 100<br>San Bernardino, California 92408<br>Phone : 909-382-0401<br>Url : www.CALJOBS.CA.GOV<br>Email : AL.Rodriguez@edd.ca.gov<br>Al Rodriguez  | Y  | 0   |
| 13               | Everest College<br>1819 South Excise Avenue<br>Ontario, California 91761<br>Phone : 909 484-4311 ext 218<br>Url : www.everest-college.com<br>Email : jgil@cci.edu<br>Johanna Gil   | N  | 0   |
| 14               | GlassDoor<br>1 Harbor Dr Ste 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : http://www.glassdoor.com<br>Online Source<br>Manual Posting   | N  | 0   |

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 15               | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 1   |
| 16               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 4   |
| 17               | Indeed<br>7501 N Capital of Texas Hwy<br>Austin, Texas 78731<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Online Source<br>Manual Posting  | N  | 8   |
| 18               | INSIDE RADIO<br>P.O. BOX 567925<br>ATLANTA, Georgia 31156<br>Phone : 800 248-4242<br>Gene McKay<br>Manual Posting   | N  | 0   |
| 19               | Los Angeles Urban League Pomona<br>264 E. Monterey Avenue<br>Pomona, California 91767<br>Phone : 323-600-1137<br>Url : <a href="http://www.laul.org">http://www.laul.org</a><br>Email : <a href="mailto:Elainea.robbs@laul.org">Elainea.robbs@laul.org</a><br>Fax : 1-909-620-8845<br>Elainea Robbins | Y  | 0   |
| 20               | Media Match - Formerly Music-Jobs.com<br>5900 Wilshire Blvd. Floor 21<br>Los Angeles, California 90046<br>Phone : 323-527-9905<br>Url : <a href="http://us.music-jobs.com">http://us.music-jobs.com</a><br>Tara Duffy<br>Manual Posting   | Y  | 0   |

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---|--|---|
| 21                   | Media Recruiter.com<br>Centennial, Colorado 80016<br>Phone : 303-400-5150<br>Art Scott<br>Manual Posting  | N  | 0   |
| 22                   | Music Jobs USA<br>714 N. La Brea<br>Hollywood, California 90038<br>Phone : 323-932-7885<br>Url : <a href="http://us.music-jobs.com">http://us.music-jobs.com</a><br>Steven Steckel<br>Manual Posting  | N  | 0   |
| 23                   | Norco College - Added 12-9-2013<br>2001 Third Street<br>Norco, California 92860<br>Phone : 951-372-7086<br>Url : <a href="http://www.norcollege.edu/CTE">http://www.norcollege.edu/CTE</a><br>Email : <a href="mailto:Ashley.Etchison@norcollege.edu">Ashley.Etchison@norcollege.edu</a><br>Ashley Etchison | Y  | 0   |
| 24                   | Radio Online<br>3500 Tripp Avenue<br>Amarillo, Texas 79121<br>Url : <a href="http://www.radioonline.com">http://www.radioonline.com</a><br>None None<br>Manual Posting  | N  | 0   |
| 25                   | Recruit.net<br>2706, The Centrium 61 Wyndham St<br>Central, Hong Kong<br>Phone : 852 2525 0555<br>Url : <a href="http://www.recruit.net">http://www.recruit.net</a><br>Online Source<br>Manual Posting  | N  | 0   |
| 26                   | Riverside City College<br>4800 Magnolia Avenue Technology Bldg. A-133<br>Riverside, California<br>Phone : 951 222-8486<br>Email : <a href="mailto:Meriel.Anderson-McDade@rcc.edu">Meriel.Anderson-McDade@rcc.edu</a><br>Fax : 1-951-328-3855<br>Meriel Anderson-McDade                                      | Y  | 0   |

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 27               | Riverside County Dept of Public Social Services<br>23119 Cottonwood Blvd Building B<br>Moreno Valley, California 92553<br>Phone : 951-413-5179<br>Email : mchaneyb@riversidedpss.org<br>Monica Chaney                  | Y  | 0   |
| 28               | Riverside Press Enterprise<br>3450 Fourteenth Street<br>Riverside, California 92501<br>Phone : 951-368-9218<br>Url : www.pe.com<br>Fax : 1-951-368-9006<br>Christina Espinoza<br>Manual Posting                        | N  | 0   |
| 29               | San Bernardino Sun<br>399 N D Street<br>San Bernardino, California 92401<br>Phone : 626-544-0904<br>Stacey Mondragon<br>Manual Posting   | N  | 0   |
| 30               | Self Referral  | N  | 1   |
| 31               | SimplyHired<br>2513 Charleston Rd #200<br>Mountain View, California 94043<br>Phone : 650-254-9000<br>Url : http://www.simplyhired.com<br>Online Source<br>Manual Posting   | N  | 0   |
| 32               | Southern California Broadcasters Assoc<br>5670 Wilshire Blvd. Suite 300<br>Los Angeles, California 90036<br>Phone : 323-930-5597<br>Url : www.scba.com<br>Thom Callahan<br>Manual Posting                              | N  | 1   |
| 33               | The Art Institute of California - Inland Empire<br>674 E. Brier Drive<br>San Bernardino, California 92336<br>Phone : 909 915-3149<br>Url : www.artinstitutes.edu/inlandempire<br>Email : wpenn@aii.edu<br>William Penn | Y  | 0   |

**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS<br/>Number</b>                           | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|--|--|---|
| 34   | tvandradijobs.com<br>Oldsmar, Florida 34677<br>Phone : 813-854-3281<br>Url : www.tvandradijobs.com<br>Career Services<br>Manual Posting                                      | N  | 0   |
| 35   | UCR<br>900 University Avenue<br>Riverside, California 92521<br>Phone : 951-827-2736<br>Linda Latendresse<br>Manual Posting   | N  | 0   |
| 36   | Workforce Development Center<br>Four locations 1151 Spruce Street<br>Riverside, California 92507<br>Phone : 951-304-5421<br>Email : AnthonyShaw@rivcoeda.org<br>Anthony Shaw | Y  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>24</b>   |

# KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ

## EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

### III. RECRUITMENT INITIATIVES

|   | Date     | Type of Recruitment Initiative (Menu Selection)                                | Brief Description Of Activity   | No. of Stations Participants | Participant Title                |
|---|----------|--|---|------------------------------|----------------------------------|
| 1 | 8/1/2015 | Establishment of an intern program designed to assist members of the community | Summer Internship Program for IHM Riverside. CA MarketOur SEU hosted two interns from California Baptist University. The interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, they shadowed the majority of the SEU staff to gain a deeper understanding of the workings of the station as a whole. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.   | 2                            | Assistant PD<br>Intern<br>Intern |
| 2 | 8/1/2015 | Participation in events or programs sponsored by educational institutions      | "Friday Night Lights" station community outreach. 8/1/2015 7/31/2016. - Friday Night Lights brings the studio to the students. The program broadcast is live from local high schools. Students are interviewed on-air and get a firsthand look at how a live radio remote broadcast takes place. They are able to ask questions and learn about the on-air and programming opportunities from Jason "Kid Jay" Wagers (with hiring authority).   | 1                            | Assistant PD                     |
| 3 | 8/1/2015 | Participation in events or programs sponsored by educational institutions      | "We In Here Wednesdays" station program. 8/1/2015 7/31/2016. - We In Here Wednesday brought students and other organizations into the station for station tours. They were then immersed into the broadcast career when they were put on-air to talk about their unique cause. They were given the opportunity to ask questions and engage with Jason "Kid Jay" Wagers (with hiring authority).Program established weekly which includes hosting stations tours for local students participating in school career days. etc. Inclusive of educational broadcasting information during the tour. | 1                            | Assistant PD                     |



**KFNY, KGGI, KKDD, KMYT, KTDD, KTMQ****EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b>                 | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>                   |
|---|-------------|--|--|---|--|
| 4 | 9/1/2015    | Establishment of an intern program designed to assist members of the community | Fall Internship Program for IHM Riverside, CA MarketOur SEU hosted five interns from California Baptist University, University of California Riverside, Cal Poly Pomona, and the Art Institute. The interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, they shadowed the majority of the SEU staff to gain a deeper understanding of the workings of the station as a whole. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting. | 5   | Assistant PD<br>Intern<br>Intern<br>Intern |
| 5 | 5/13/2016   | Participation in Job Fairs   | Our SEU participated in the Riverside Community College Job Fair in Riverside, CA. Station participants included our Market President, who discussed careers in radio with attendees and directed interested parties to iheartmediajobs.com to submit their application and resumes.   | 2   | Market President<br>DOS                    |
| 6 | 6/1/2016    | Participation in Job Fairs   | Our SEU participated in the University of California Riverside Job Fair in Riverside, CA. Station participants included our Promotions Director, who discussed careers in radio with attendees and directed interested parties to iheartmediajobs.com to submit their application and resumes.   | 1   | Promotions Director                        |