

**KFBG (FM) EEO PUBLIC FILE
REPORT**

August 1, 2022 - July 31, 2023

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 | AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Job Board Manual Posting | N | 2 |
| 2 | Current Employee Applied within- Transfer/Promotion | N | 6 |
| 3 | California Broadcasters Association 915 L Street, #1150 Sacramento, CA 95814 Phone: 916-444-2237 Email : Jberry@yourcba.com Joe Berry | N | 1 |
| 4 | Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Email : nancy.davis@gcccd.edu Pamela Abuka | N | 0 |
| 5 | Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 650-282-8066 Url : http://www.indeed.com Sunday Bejide Manual Posting | N | 2 |
| 6 | LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting | N | 2 |

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| 7 | Local Media San Diego Jobs Website 6160 Cornerstone Ct. E Suite 150 San Diego, CA 92121 URL: www.localmediasandiego.com Angelique Da Silva | N | 9 |
| 8 | Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 619-338-7379 Email : jhankins@sdccd.edu Joseph Hankinson | N | 0 |
| 9 | National University 9393 Lightwave Ave Spectrum Library, #233A San Diego, California 92123 Phone : 800-628-8648 Email : careerservices@nu.edu Nancy Faulkner | N | 0 |
| 10 | Other Source | N | 0 |
| 11 | Palomar College / Career Center 1140 W. Mission Road San Marcos, California 92069 Phone : 760-744-1150 x2194 Email : ppierce@palomar.edu Pippa Pierce | N | 0 |
| 12 | RAMP 25876 The Old Road # 254 Valencia, Ca 91381 Kevin@Ramp247.com 661-294-9408 Kevin Carter | N | 1 |
| 13 | San Diego City College - Radio & TV Program 1313 Park Blvd A-122A San Diego, California 92101 Phone : 619-388-3043 Email : lcastane@sdccd.edu Laura Castaneda | N | 0 |

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| 14 | San Diego State University (SDSU) - Career Services 5500 Campanile Drive San Diego, California 92182 Phone : 619-594-4379 Email : pnieves@mail.sdsu.edu Preston Chipps | N | 0 |
| 15 | Southern California Broadcasters Association 5670 Wilshire Blvd Suite 300 Los Angeles, California 90036 Phone : (323) 930-5597 Url : http://www.scba.com Thom Callahan Manual Posting | N | 0 |
| 16 | Southwestern Community College 900 Otay Lakes Rd Chula Vista, California 91910 Phone : 619- 482-6356 x5715 Url : http://www.swccd.edu Email : jswanson@swccd.edu Julie Swanson | N | 0 |
| 17 | Walk In | N | 0 |
| 18 | Word of Mouth Referral | N | 4 |
| 19 | Company Sponsored Events | N | 1 |
| 20 | Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 28 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | Participant Title |
|---|---------------------|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| 1 | 8/1/2022-11/26/2022 | Internship Training | Internship Promotions program which introduces employees and college students to fundamental marketing and promotional functions in the radio broadcasting field | Director of Promotions Promotions Manager |
| 2 | 8/1/2022-11/26/2022 | Internship Training | Internship Engineering program which introduces employees and college students to fundamental engineering skills and technical functions in the radio broadcasting field | Engineering Manager |
| 3 | 8/07/2022 | Other Source | LMSD Company Event at Eastlake Mall Attendance 2,000 Cruise for the Cause – Car Show and Charity event for Emilio Nares Foundation. | Director of Promotions Promotions Manager |
| 4 | 8/20/2022 | Other Source | LMSD Company Event at Waterfront Park Attendance 4,000 Beer X- Beer & Food Festival with Music including Station tents and Vendor booths to offer employment opportunities to attendees | Director of Promotions Promotions Manager |
| 5 | 8/23/2022 | Other Source | Miramar College Resources Fair Attendance: 500 All LMSD Stations booths offering employment opportunities to attendees | Director of Promotions Promotions Manager |
| 6 | 10/15/22 | Other Source | Shelter to Soldier Fundraiser Attendees: 1,000 Dog Tails-Subaru fundraising event including LMSD station booths offering recruitment information to attendees | Director of Promotions Promotions Manager |
| 7 | 10/29/22 | Other Source | AD80 Human Resources Fair, city of Chula Vista Attendance: 500 All LMSD Stations booths offering employment opportunities to attendees | Director of Promotions Promotions Manager |
| 8 | 12/2-3/2022 | Other Source | December Nights Balboa Park Attendees: 300,000 Winter Festival with Bar, Food and Merchant Booths. All LMSD Stations booths offering employment opportunities to attendees | Director of Promotions Promotions Manager |

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|----|-------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| 9 | 12/10/22 | Other Source | Free Style Explosion Concert San Diego Attendees: 5,000 Music, concessions, Merch Booths All LMSD Stations booths offering employment opportunities to attendees | Director of Promotions Promotions Manager |
| 10 | 2/11/23 | Other Source | Love Jam Concert Attendees: 4,400 Concert including LMSD station booths offering recruitment information to attendees | Director of Promotions Promotions Manager |
| 11 | 4/1/2023 | Other Source | LMSD Company Event at North Park Festival of Beers Attendance 2,000 North Park Beer Festival including Food, Vendor booths to offer employment opportunities to attendees | Director of Promotions Promotions Manager |
| 12 | 4/29/23 | Other Source | LMSD Company Event at Waterfront Park Attendance 10,000 So Cal Taco Fest- Food, Beverage and Music Event Includes All Stations and booth vendors offering employment to attendees | Director of Promotions Promotions Manager |
| 13 | 5/20-21/23 | Other Source | Fiesta Del Sol Concert Attendance: 1,000 All LMSD Stations booths offering employment opportunities to attendees | Director of Promotions Promotions Manager |
| 14 | 6/17/23 | Other Source | Switchfoot BroAm Solana Beach Attendance: 2,000 Free Music concert fundraiser by Switchfoot All LMSD Stations booths offering employment opportunities to attendees | Director of Promotions Promotions Manager |
| 15 | 7/4/23 | Other Source | LMSD Company Event at Elite Athlete Training Center Chula Vista - 4 th Fest Attendance 50,000 Pre recorded Music Event Includes All Stations and booths vendors offering employment to attendees | Director of Promotions Promotions Manager |
| 16 | 7/25/23 | LMSD Management Training | LMSD Managers provision of training session to improve and provide productive resources to review hiring policies and ensuring equal employment opportunity and preventing discrimination | 9 Department Managers |

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| 17 | On Going Training | Sales Training | Sales Staff training to improve productivity and skills to manage traffic program productivity and advancement of operation knowledge for growth | Traffic Manager Director of Sales |