

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

August 1, 2020 - July 31, 2021

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 Executive	3,8,9,17,20	20
Music Director	1,9,14,20	20
On-Air Talent	1,9,14,20	20
Part Time Promotions	1,8,9,20	9

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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	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 - Transfer/Promotion	N	0
3	California Broadcasters Association 915 L Street, #1150 Sacramento, CA 95814 Phone: 916-444-2237 Email : Jberry@yourcba.com Joe Berry	N	0
4	Employees acquired through Station acquisition 3/17/20	N	0
5	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Email : nancy.davis@gcccd.edu Pamela Abuka	N	0
6	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	0
7	Internal Candidate	N	0
8	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Local Media San Diego Jobs Website 6160 Cornerstone Ct. E Suite 150 San Diego, CA 92121 URL: www.localmediasandiego.com Angelique Da Silva	N	7
10	Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 619-338-7379 Email : jhankins@sdccd.edu Joseph Hankinson	N	0
11	National University 9393 Lightwave Ave Spectrum Library, #233A San Diego, California 92123 Phone : 800-628-8648 Email : careerservices@nu.edu Nancy Faulkner	N	0
12	Other Source	N	0
13	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
14	RAMP 25876 The Old Road # 254 Valencia, Ca 91381 Kevin@Ramp247.com 661-294-9408 Kevin Carter	N	4
15	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	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
18	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
19	Walk In	N	0
20	Word of Mouth Referral	N	1
21	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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		KFBG (FM) was unable to engage in recruitment activities during the reporting period due to Covid-19 restrictions			