

**KBIG-FM, KFI-AM, KHHT-FM, KIIS-FM, KLAC-AM, KOST-FM,
KTLK-AM, KYSR-AM, KVV5-FM, KSRY-FM**

**EEO PUBLIC FILE REPORT
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I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS”) for recruitment source data.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Outside Account Executive	3, 5-8, 10, 12-13, 16, 18, 20-21, 24-28, 30-32, 35, 38-39, 41	16
Outside Account Executive	3, 5-8, 10, 12-13, 16, 18, 20-21, 24-28, 30-32, 35, 38-39, 41	16
Online Content Producer	3, 5-8, 10, 13, 18, 20-21, 24-25, 27-28, 30-32, 35, 38-39, 41	10
Outside Account Executive	3, 5-10, 13, 16, 18, 20-22, 24-28, 30-32, 38-39, 41	16
Outside Account Executive	3, 5-10, 13, 16, 18, 20-22, 24-28, 30-32, 38-39, 41	16
Executive Producer	2-3, 5-8, 10, 13, 16, 18, 20-21, 24-25, 27-28, 30-32, 34-35, 38-39, 41	16
Sales Assistant	3, 5-8, 10, 13, 16, 18, 20-21, 24-28, 30-32, 34-35, 38-39, 41	26
Outside Account Executive	3, 5-8, 10, 13, 16, 18, 20-21, 24-25, 27-28, 30-32, 34-35, 38-39, 41	16
Outside Account Executive	3, 5-8, 10, 13, 16, 18, 20-21, 24-25, 27-28, 30-32, 34-35, 38-39, 41	16
Outside Account Executive	3, 5-8, 10, 13, 16, 18, 20-21, 24-25, 27-28, 30-32, 34-35, 38-39, 41	16
Sales Assistant	3, 5-8, 10, 13, 16, 18, 20-22, 24-28, 30-32, 34-35, 38-39, 41	16
Ad Operations Coordinator	3, 5-8, 10, 13, 16, 18, 20-22, 24-25, 27-28, 30-32, 34-35, 38-41	10
Sales Assistant	3, 5-8, 10, 13-18, 20-22, 24-25, 27-28, 30-32, 34-35, 38-39, 41	16
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	10
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	16
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	26
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	29
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	34
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	29
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	29
Outside Account Executive	3, 5-8, 10, 13, 18, 20-21, 24, 27-32, 34-35, 38-39, 41	9
Engineering Assistant	2-3, 5-8, 10, 13, 18, 20-21, 24-25, 27-28, 30-32, 34-35, 37-39, 41	10
Sales Assistant	3, 5-10, 13, 16, 18, 20-22, 24-28, 30-32, 34-35, 38-39, 41	16
Sales Assistant	3, 5-10, 13, 16, 18, 20-22, 24-28, 30-32, 34-35, 38-39, 41	16
Associate Producer	2-3, 5-8, 10, 13, 16, 18, 20-21, 24-25, 27-28, 30-32, 34-35, 38-39, 41	10
Producer	1-8, 10-11, 13, 18-28, 30-36, 38-39, 41	23
Sales Assistant	3, 5-8, 10-11, 13, 16, 18-22, 24-28, 30-36, 38-39, 41	16
Sales Assistant	3, 5-8, 10-11, 13, 16, 18-22, 24-28, 30-36, 38-39, 41	26
Sales Assistant	3, 5-8, 10-11, 13, 16, 18-22, 24-28, 30-36, 38-39, 41	10
Sales Assistant	3, 5-8, 10-11, 13, 16, 18-22, 24-28, 30-36, 38-39, 41	26
Talk Host – KFI	16*	16
Talk Host – KFI	16*	16
Talk Host – KYSR	16*	16
Talk Host – KYSR	16*	16
Talk Host – KYSR	16*	16
Talk Host – KYSR	16*	16

*Exigent Circumstances

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	Active Sourcing Wilson HCG 400 N. Ashley Drive, 30 th Floor Tampa, FL 33606 T 215-740-1697 Amanda Paga www.wilsonhcg.com Amanda.polenick@wilsonhcg.com	N	1
2	All Access Music Group 28955 Pacific Coast Hwy, #210 Malibu, CA 90265 Joel & Ria Denver T 310-457-6616 jdenver@allaccess.com riadenver@allaccess.com www.allaccess.com Manual post	N	2
3	Art Institute of California – Los Angeles 2900 31 st Street Santa Monica, CA 90405 T 310-314-6063 Scott Saunders rsaunders@aii.edu www.aii.edu	Y	0
4	Broadcast1Source.com 5000 Crossmill Road McLeansville, North Carolina 27301 T 336-553-0620 x163 www.broadcast1source.com Lisa Fields lfields@broadcast1source.com Manual post	N	0
5	Burbank Employment & Student Training (BEST) Burbank City Hall 275 East Olive Ave Burbank, CA 91502 Ramon Mola rmola@ci.burbank.ca.us T 818-238-5324 F 818-238-5199 www.ci.burbank.ca.us	Y	0

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6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, CA 95814 T 916-444-2237, Ext. 103 F 916-444-2043 Stan Statham sstatham@yourcba.com www.yourcba.com	N	0
7	California State University – Northridge 18111 Nordhoff Street University Hall, Suite 105 Northridge, CA 91330 Career Services T 818-677-2878 F 818-677-4593 www.career.center@csu.edu	Y	0
8	CalJobs Employment Development Department 800 Capitol Mall, Suite 5000 Sacramento, CA 95814 T 916-654-8210 www.caljobs.ca.gov OpenHire Source Manual post	Y	0
9	Careerbuilder.com 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 T 773-527-3600 www.careerbuilder.com OpenHire Source	N	6
10	ClearCareers.com Clear Channel Corporate 20880 Stone Oak Parkway San Antonio, TX 78258 T 210-253-5126 www.clearcareers.com Manual post	N	29
11	ClearChannel.jobs Clear Channel Corporate 20880 Stone Oak Parkway San Antonio, TX 78258 T 210-253-5126 www.clearchannel.jobs OpenHire Source	N	0

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12	Community Centers Inc. 7518 S. Vermont Ave Los Angeles, California 90044 aholmes@communitycentersinc.org T 323-752-2115 x250 Audrey Holmes www.communitycentersinc.org	N	0
13	Covenant House 1325 N. Western Ave Hollywood, CA 90027 Elisha Reid T 323-957-7455 x305 F 323-463-3325 ereid@covca.org www.covenanthousecalifornia.org	Y	0
14	Didi Hirsch Community Mental Health Clinic 4760 S. Sepulveda Blvd. Culver City, CA 90230 T 310-751-5455 www.didihirsch.org mroble@didihirsch.org Maja Roble	N	0
15	East Los Angeles College 1301 Avenida Cesar Chavez Monterey Park, CA 91754 T 323-415-4126 www.elac.edu elac_career@elac.edu	N	0
16	Employee Referral	N	49
17	First Break Program 333 S. Beaudry Ave., 18 th Floor Los Angeles, CA 90017 T 213-241-0878 http://firstbreak.lausd.net txp1665@lausd.net Tatyana Pavlovskaya	N	0
18	Freeform Radio Initiative P.O. Box 530369 Miami, Florida 33153-0369 T 305-9782-7233 Scott McWilliams announcements@thefreeformradioinitiative.org	Y	0

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19	Glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965 T 415-339-9105 www.glassdoor.com OpenHire Source	N	0
20	Glendale Community College 1500 N. Verdugo Rd, SR 236 Glendale, CA 91208 Andra Verstraete T 818-240-1000 x5405 www.glendale.edu andrav@Glendale.edu	Y	0
21	Homeboy Industries 130 Bruno Street Los Angeles, CA 90012-1815 Israel Mesino, Job Developer T 323-526-1254 www.homeboy-industries.org israelm@homeboy-industries.org	Y	0
22	Indeed.com 177 Broad Street Stamford, Connecticut 06901 T 203-564-2400 Rony Kahan / Paul Forster www.indeed.com OpenHire Source	N	7
23	Internal Transfer/Promotion	N	1
24	JVS – Los Angeles (Jewish Vocational Services) 6505 Wilshire Blvd Los Angeles CA 90048 T 323-761-8888 x8874 F 323-761-8575 Greg Krentzman gkrentzman@jvsla.org www.jvsla.org	N <i>(entitled from 3/1/06 through 7/8/14)</i>	0

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25	JVS – Marina Del Rey 13160 Mindinao Way, #210 Marina Del Rey CA 90292 F 310-309-6032 John Lamirault (until 1/14) T 310-309-6000 x 220 jlamirault@jvsla.org Patti Howard (as of 1/24/14) 310-309-6037 phoward@jvsla.org www.jvsla.org	Y*	0
26	LinkedIn Jobs 2029 Stierlin Court Mountain View, CA 94043 T 650-687-3600 www.Linkedin.com\jobs OpenHire Source	N	20
27	Mexican American Opportunities Foundation 401 N. Garfield Avenue Montebello, CA 90640 Maricela Covarrubias T 323-313-1603 F 323-890-1556 mcovarrubias@maof.org	Y	0
28	My Aircheck #1-771 Gibsons Way Gibsons BC V0N 1V9, Canada Scott Russell T 604-740-1374 registration@myaircheck.com	N	0
29	Non Employee Referral	N	6
30	Ohio Center for Broadcasting – Cleveland 9885 Rockside Road, #160 Valley View, Ohio 44125 Gary James T 216-503-5900 x1104 gary@beonair.com	Y	0

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31	Ohio Center for Broadcasting – Denver 404 S. Upham Street Lakewood, CO 80226 T 303-937-7070 F 303-975-0986 Mark Lillie Lillie.m@beonair.com (until 6/17/14) Terry Cuff tcuff@beonair.com (after 6/18/14) tcuff@beonair.com	Y	0
32	Pinnacle College 1000 S. Fremont Ave, Bldg A-11, Ste. 11010 Alhambra, CA 91803 T 626-284-0050 x 24 F 626-284-4329 Steven Kimball steven.kimball@pinnaclecollege.edu www.pinnaclecollege.edu	Y	0
33	Recruit.net 2706 The Centrium 61 Wyndham St Central, Hong Kong 852-2525-0555 www.recruit.net OpenHire Source	N	0
34	SCBA (Southern California Broadcasters Association) 1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025 T 323-930-5598 www.scba.com Ellen Dostal Manual post	N	3
35	Southeast L.A. (SELA) Worksource Center 3965 S. Vermont Ave. Los Angeles, CA 90037 Phil Barajas pbarajas@selawc.com Bryant Eng beng@selawsc.com T 323-730-7900 x233 F 323-730-7934 www.selawsc.com	Y	0

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36	Simply Hired 2513 Charleston Road, Suite 200 Mountain View, CA 94043 T 650-254-9000 www.simplyhired.com OpenHire Source	N	0
37	Society of Broadcast Engineers (SBE) 9102 N. Meridian Street, Suite 150 Indianapolis, IN 46269 T 317-846-9000 www.sbe.org Scott Jones kjones@sbe.org Manual post	N	0
38	State of California / Employment Development Department 5401 S. Crenshaw Blvd. Los Angeles, CA 90043 Sue Cumming T 323-290-5166 F 323-290-5110 scumming@edd.ca.gov www.edd.ca.gov	Y	0
39	University of California – Riverside 900 University Ave. Riverside, CA 92521 Linda LaTendresse T 951-827-2736 linda.latendresse@ucr.edu www.careers.ucr.edu Manual post	Y	0
40	Unknown Website <i>(source not identified upon inquiry by the SEU)</i>	N	1
41	USC Career Planning & Placement Center 3601 Trousdale Pkwy, Student Union Bldg 110 Los Angeles, CA 90089-4897 Elizabeth Jordan T 213-740-9538 www.careers.usc.edu Manual post	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			125

*Referral Source JVS – Marina Del Rey was not used for one position due to a change in its contact information during the reporting period. Upon detecting this, the SEU promptly updated its records.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Number of Stations Participants	Participant Title
1	9/23/2013	Establishment of training programs for station personnel	Paid tuition for Assistants and entry level Account Executives with limited experience to this 10-week SCBA class that offers exposure to the skills needed to become better Account Executives.	2	Account Executive Sales Assistant
2	10/1/2013	Establishment of an intern program designed to assist members of the community	Interns from across the country participate in internship programs covering Sales, Marketing, Promotions, Programming and News. During the period from 10/1/13 – 12/31/13 we hosted interns from USC, Cal State Fullerton, Azusa Pacific University, Cal State Northridge, Long Beach City College, Fullerton College and the University of LaVerne.	4	Morning Show Producer, KFI-AM Afternoon Show Producer, KIIS-FM Evening Show Producer, KOST-FM Disc Jockey, KHHT-FM
3	10/7/2013	Participation in events or programs sponsored by educational institutions	Our Director of Sales taught a 2-day class at the Southern California Broadcast University (SCBU).	1	Director of Sales
4	1/2/2014	Establishment of an intern program designed to assist members of the community	Interns from across the country participate in internship programs covering Sales, Marketing, Promotions, Programming and News. During the period from 1/2/14 – 3/31/14 we hosted interns from University of LaVerne, UCLA, Santa Monica College, Cal State Dominguez Hills, Loyola Marymount University, Cal State Pomona, USC, Concordia University, Cal State Fullerton, Saddleback College, Bridgewater State University, College of the Canyons, Cal State Northridge, Chapman University, Orange Coast College and Mount San Antonio College.	8	Afternoon Show Producer, KIIS-FM Morning Show Producer, KFI-AM Morning Show Producer, KOST-FM Programming Assistant, KIIS-FM, KHHT-FM

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Number of Stations Participants	Participant Title
5	3/31/2014	Establishment of training programs for station personnel	Paid tuition for Assistants and entry level Account Executives with limited experience to this 10-week SCBA class that offers exposure to the skills needed to become better Account Executives	15	Account Executive (9) Sales Assistant (6)
6	4/1/2014	Establishment of an intern program designed to assist members of the community	Interns from across the country participate in internship programs covering Sales, Marketing, Promotions, Programming and News. During the period from 4/1/14 – 6/30/14 we hosted interns from Bethune-Lookman University, Boston University, Malone University, Occidental College, USC, Brandeis University, Cal State Fullerton, Cal State Dominguez Hills, Azusa Pacific University, San Diego State University, Indiana University, Saddleback College, College of the Canyons, UC Irvine, University of Michigan, Cal State Long Beach, Syracuse University, Moorpark College, Cal Poly Pomona, UCLA and Susquehanna University.	7	News Director, KFI-AM Operations Manager, KLAC-AM Marketing Coordinator Evening Producer, KIIS-FM
7	4/23/2014	Participation in events or programs sponsored by educational institutions	Our Director of Sales taught a 2-day class at the Southern California Broadcast University (SCBU).	1	Director of Sales
8	7/1/2014	Establishment of an intern program designed to assist members of the community	Interns from across the country participate in internship programs covering Sales, Marketing, Promotions, Programming and News. During the period from 7/1/14 – 7/31/14 we hosted interns from Syracuse University, Cal State Fullerton and New York University/Gallatin.	3	Evening Show Producer, KIIS-FM Morning Show Producer, KBIG-FM Afternoon Show Producer, KIIS-FM