

**KBIG-FM, KEIB-AM, KFI-AM, KIIS-FM, KLAC-AM, KOST-FM,
KRRL-FM, KYSR-AM, KVV5-FM, KSRY-FM**

**EEO PUBLIC FILE REPORT
August 1, 2014 – July 31, 2015¹**

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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 Hire
Sales Support	2, 4-5, 6-9, 12-18, 19-23, 25-28, 30-33, 35, 37-38	32
Sales Support	2, 4-5, 6-9, 12-18, 19-23, 25-28, 30-33, 35, 37-38	9
Outside Account Executive	2,4-8, 12-20, 22, 25-33, 35, 37-38	29
Outside Account Executive	2,4-8, 12-20, 22, 25-33, 35, 37-38	29
Sales Support	2, 4-9, 13-18, 20, 22-23, 25, 27-31, 33, 35, 37-38	29
Sales Support	2, 4-9, 13-18, 20, 22-23, 25, 27-31, 33, 35, 37-38	9
General Sales Manager	9, 11, 17, 21	9
Executive Producer	1-2, 4-9, 12-18, 20, 22-23, 25, 27-28, 30-31, 33-35, 37-38	9
News/Sports Reporter	1-2, 4-9, 12-18, 20, 22-23, 25, 27-28, 30-35, 37-38	1
Outside Account Executive	2-10, 12-18, 20, 22-23, 25-31, 33, 35-38	9
Outside Account Executive	2-10, 12-18, 20, 22-23, 25-31, 33, 35-38	9
Outside Account Executive	2-10, 12-18, 20, 22-23, 25-31, 33, 35-38	9
Outside Account Executive	2-10, 12-18, 20, 22-23, 25-31, 33, 35-38	29
Executive Producer	1-2, 4-9, 12-18, 20, 22-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-28, 30-31, 33, 35, 37-38	9
Outside Account Executive	2-10, 12-18, 20-23, 25-31, 33, 35-38	9
Outside Account Executive	2-10, 12-18, 20-23, 25-31, 33, 35-38	9
Outside Account Executive	2-10, 12-18, 20-23, 25-31, 33, 35-38	29
Executive Producer	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	17
Producer	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
Executive Producer	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-33, 35, 37-38	9
Digital Video Producer	11	11
Executive Producer	11	11
Executive Producer	11	11
Producer	11	11
Digital Content Manager	11	11
Social Media Support	11	11
On-Air Talent	11	11
News Reporter	1-2, 4-9, 12, 14-15, 18, 20, 22-23, 25-27, 30-31, 35, 37-38	9
Sales Support	2, 4-9, 12-18, 20, 22-23, 25-28, 30-33, 35, 37-38	32
Sales Support	2, 4-9, 12-18, 20, 22-23, 25-28, 30-33, 35, 37-38	18
Sales Support	2, 4-9, 12-18, 20, 22-23, 25-28, 30-33, 35, 37-38	32
Sales Support	2, 4-9, 12-18, 20, 22-23, 25-28, 30-33, 35, 37-38	9

¹ This report was revised on August 4, 2015 to correct data discrepancies.

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Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
On-Air Talent	1-2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
Web Content Dev Support	2, 4-7, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	18
Web Content Development	2, 4-9, 12-18, 20, 22-23, 25-28, 30-31, 33, 35, 37-38	9
Sales Support	2, 4-9, 12-18, 20, 22-28, 30-31, 33, 35, 37-38	17
Dir Integrated Media Sales	2, 4-9, 12-18, 20, 22, 25-31, 33, 37-38	9
Digital Support	2, 4-9, 12-18, 20, 22, 25-28, 30-31, 33, 37-38	9
On-Air Talent	11	11
Sales Support	2, 4-9, 12-18, 20, 22, 25-28, 30-31, 33, 37-38	9

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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	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 Posting	N	1
2	Art Institute of California – Los Angeles 2900 31 st Street Santa Monica, CA 90405-3035 T 310-314-6063 Scott Saunders rsaunders@aii.edu Kristen Major kmajor@aii.edu www.aii.edu	Y	0
3	Bullhorn, Inc. 33 – 41 Farnsworth St. Boston, Massachusetts 02210 T 617-478-9100 www.bullhornreach.com Art Pappas	N	0
4	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
5	California Broadcasters Association 915 L Street, Suite 1150 Sacramento, CA 95814 T 916-444-2237 F 916-444-2043 Joe Berry jberry@yourcba.com www.yourcba.com Manual Posting	N	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
6	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
7	CalJobs Employment Development Department 800 Capitol Mall, Suite 5000 Sacramento, CA 95814 Patty T 916-654-8210 www.caljobs.ca.gov Manual Posting	Y	0
8	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
9	Employee Referral	N	59
10	Entertainment Careers Website New York T 310-475-9963 http://entertainmentcareers.net/employers F 310-475-8985	N	0
11	Exigent Circumstances	N	8
12	Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, FL 32043 T 305-982-7233 leads@freeformradio.org Scott McWilliams	Y Until 8/4/2014	0
13	Glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965 T 415-339-9105 www.glassdoor.com OpenHire Source Manual Posting	N	2

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
14	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
15	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
16	iHeartMedia.jobs iHeartMedia Corporate 20880 Stone Oak Parkway San Antonio, TX 78258 T 210-253-5126 www.clearchannel.jobs OpenHire Source	N	0
17	iHeartMediaCareers.com iHeartMedia Corporate 20880 Stone Oak Parkway San Antonio, TX 78258 T 210-253-5126 www.clearcareers.com Manual Posting	N	23
18	Indeed 7501 N Capital of Texas Hwy Austin, TX 78731 T 800-462-5842 www.indeed.com OpenHire Source	N	12
19*	JVS – Los Angeles 6505 Wilshire Blvd Los Angeles, CA 90048 F 323-761-8888 x8874 Patti Howard 310-309-6037 phoward@jvsla.org www.jvsla.org	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
20*	JVS – Marina Del Rey 13160 Mindinao Way, #210 Marina Del Rey CA 90292 F 310-309-6032 T 310-309-6000 x 220 Patti Howard 310-309-6037 phoward@jvsla.org www.jvsla.org	Y	0
21	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 T 650-687-3600 www.Linkedin.com\jobs Manual Posting	N	15
22	Mexican American Opportunities Foundation 401 N. Garfield Avenue Montebello, CA 90640 Anahy Barajas T 323-313-1603 F 323-890-1556 abarajas@maof.org	Y	0
23	My Aircheck #1-771 Gibsons Way Gibsons BC V0N 1V9, Canada Scott Russell T 604-740-1374 registration@myaircheck.com	N	0
24	Non Employee Referral	N	2
25	Ohio Center for Broadcasting – Cleveland 9885 Rockside Road, #160 Valley View, Ohio 44125 Janice Hannah-Hardy T 216-503-5900 x1104 jhardy@beonair.com http://beonair.com/cleveland	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
26	Ohio Center for Broadcasting – Denver 404 S. Upham Street Lakewood, CO 80226 T 303-937-7070 F 303-975-0986 Terry Cuff tcuff@beonair.com tcuff@beonair.com	Y	0
27	Pinnacle College 1000 S. Fremont Ave, Bldg A-11, Ste. 11010 Alhambra, CA 91803 T 626-284-0050 F 626-284-4329 Edgar Hernandez edgar.hernandez@pinnaclecollege.edu www.pinnaclecollege.edu	Y	0
28	Recruit.net 2706 The Centrium 61 Wyndham St Central, Hong Kong 852-2525-0555 www.recruit.net OpenHire Source Manual Posting	N	0
29	Recruiter	N	22
30	SCBA (Southern California Broadcasters Association) 1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025 T 323-930-5598 www.scba.com Liz Fancher Manual Posting	N	1
31	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 x224 F 323-730-7934 www.americasjobcenter.ca.gov	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
32	Self Referral	N	13
33	Simply Hired 2513 Charleston Road, Suite 200 Mountain View, CA 94043 T 650-254-9000 www.simplyhired.com OpenHire Source Manual Posting	N	1
34	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 Posting	N	0
35	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 (ended 4/1/15)	0
36	TheLadders.com 137 Varick Street New York, NY 10013-1105 T 646-453-1854 www.theladders.com Manual Posting	N	0
37	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 Posting	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
38	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 Posting	Y	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			160

*Referral Source contact is the same for both #19 and #20.

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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	9/15/2014	Establishment of training programs for station personnel	Paid tuition for Assistants with limited experience to this 10-week SCBA class that offers exposure to the skills needed to become Account Executives.	4	Sales Assistant Sales Assistant Sales Assistant Sales Assistant
2	10/1/2014	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 10/1/14 – 12/31/14 we hosted 11 interns from UCLA, Chapman University, Fullerton College, Cal State LA and Cal State Fullerton.	11	APD Music Director, KIIS Producer, KYSR Ops Mgr/APD, KLAC Marketing Coordinator/ Internship Manager
3	10/27/2014	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	Senior VP Sales
4	1/1/2015	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 1/1/15 – 3/31/15 we hosted 16 interns from Cal State Northridge, Syracuse University, Cal State Fullerton, UCLA, LA Valley College, Azusa Pacific University, Cal Poly Pomona, Pasadena City College, Chapman University, Cal State LA and Fullerton College.	16	Exec Producer, Morning Show, KFI-AM APD/MD, KIIS Ops Mgr/APD, KLAC Marketing Coordinator/ Internship Manager
5	3/23/2015	Establishment of training programs for station personnel	Paid tuition an entry level Account Executive with limited experience to this 10-week SCBA class that offers exposure to the skills needed to become a better Account Executive.	1	Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Number of Stations Participants	Participant Title
6	4/1/2015	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 4/1/15 – 6/30/15 we hosted 14 interns from New York University, San Diego State University, Longwood University, Cal State University Long Beach, Cal State University Northridge, Biola University, University of Michigan, University of La Verne, University of Southern California, Southwest Baptist University, Syracuse University, University of San Francisco, Azusa Pacific University and University of Madison Wisconsin.	14	SVP Urban Programming Ops Mgr/APD, KLAC Assoc Content Producer, Integrated Media Exec Producer, KFI Morning Show
7	4/30/2015	Participation in events or programs sponsored by educational institutions	Hosted 14 students from Lifeline Education Charter School, a charter school serving students grades 6-12, located in Compton, CA. The students met and learned about the media and entertainment industry from iHeartMedia LA Program Directors, Sales Director, Digital Content Manager, Integrated marketing, marketing Director and On-Air Personalities	10	SVP Sales SVP Urban Programming Digital Program Director VP of Marketing
8	5/11/2015	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	SVP Sales