

**KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 - July 31, 2022**

**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
Outside Account Executive	1-6, 8-9, 11-13, 15-17, 20, 24-29	28
Outside Account Executive	1-6, 8-9, 11-13, 15-17, 20, 24-29	12
Executive Assistant	1-4, 6-9, 11-13, 15-18, 20, 25-27, 29	12
Executive Assistant	1-4, 6-8, 10-11, 13-18, 20-22, 24-29	20
Morning Show Producer	1-4, 6-8, 10-22, 24-27, 29	19
AMD On-Air Talent	1-4, 6-8, 10-13, 15-17, 20-29	12

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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	14Th Annual Latina Business Workshop Conference 7500 West Lane S 111 Stockton, California 95207 Phone : 209-468-3500 Fax : 1-209-228-2991 Daryl Fitzgerald	N	0
2	All Access 28955 Pacific Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 General Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
3	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Email : <a href="mailto:National@aja.org">National@aja.org</a> KATHY CHOW	N	0
4	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : <a href="mailto:info@babja.org">info@babja.org</a> Job Bank Coordinator Job Bank Coordinator	N	0
5	CA Chicano News Media Assoc 725 Arizona Ave., Suite 206 Santa Monica, California 90401-1734 Phone : NA Email : <a href="mailto:cnmainfo@cnma.org">cnmainfo@cnma.org</a> EEO Officer	N	0
6	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	California Broadcasters Association (CBA) 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : www.yourcba.com Email : members@yourcba.com Fax : 1-916-444-2043 Stan Statham	N	0
8	Center for Employment Training 701 Vine Street San Jose, California Phone : 408-534-5314 Email : kmanley@cet2000.org Kate Manley	Y	0
9	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : garymartin@accesssacramento.org Fax : 1-916-691-7181 Gary Martin	N	0
10	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Email : linker2@crossroadsstaffing.com Fax : 1-916-457-4439 Career Services	N	0
11	Department of Rehabilitation 1234 Indiana Street San Francisco, California 94107 Phone : 415-282-9675 ext 212 Karis Bituin Manual Posting	Y	0
12	Employee Referral	N	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : <a href="http://www.edd.ca.gov/">http://www.edd.ca.gov/</a> Email : <a href="mailto:sfjobs@edd.ca.gov">sfjobs@edd.ca.gov</a> Tom Swinnerton	Y	0
14	Glassdoor - Not directly contacted by SEU	N	2
15	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : <a href="http://www.helixopp.com">www.helixopp.com</a> Email : <a href="mailto:dfazio@helixopp.com">dfazio@helixopp.com</a> David Fazio	Y	0
16	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
17	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	4
18	Indeed.com - Not directly contacted by SEU	N	3
19	Internal Transfer/Promotion	N	1
20	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Media News Group PO Box 909 San Jose, California 95106 Phone : 303.954.6360 Email : ccnmaininfo@ccnma.org career Services	N	0
22	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : <a href="http://broadcastcareerlink.nabef.org/hr/jobs/">http://broadcastcareerlink.nabef.org/hr/jobs/</a> Email : nab@nab.org Career Service	N	0
23	On-Air Announcement (One or More SEU Stations)	N	1
24	Rubicon Programs 2727 Macdonald Ave Richmond, California 94804 Phone : 5102205294 Email : sabrinap@rubiconprograms.org Career Services	Y	0
25	San Jose State University One Washington Square San Jose, California 95192 Phone : 408-924-6028 Daniel Newell Manual Posting	N	0
26	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : employmentservices@sfcenter.org Mia Satya	Y	0
27	University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Christine Haruta Manual Posting	N	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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<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>
29	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</b>

**KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/2/2021	Establishment of a mentoring program	Our SEU established a mentoring program for one of our part-time promotions assistants that ran from August 2021 through July 2022. The program was led by our SVP of Programming and was designed to cross-train and mentor the part-time employee with the skills needed to qualify for on-air positions. Several skillsets were covered, including creating an on-air personality, software training, and studio equipment operations. The mentoring program included intensive quarterly training sessions along with job shadowing days, all aimed at maximizing the mentee's career development potential.	2	Area President SVP Programming Promotions Assistant
2	3/16/2022	Participation in events or programs sponsored by educational institutions	On March 16, 2022, our SEU's On-Air Talent spoke at a career day for the Mayor's Youth Employment and Education Program (MYEEP). At the event, our SEU's participants spoke with students about career opportunities in the broadcasting industry.	2	On-Air Talent On-Air Talent