

## EEO Public File Report

### Employment Unit Covered:

Bonneville International Corporation – San Francisco Market

KOIT (FM) / KBLX-FM / KUFY (FM) / KMLQ-FM

### Reporting Period

July 25, 2020 – July 24, 2021

### Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Job Title of FT Vacancy</u>	<u>Date Filled</u>	<u>Hire Source</u>	<u>Recruitment Source</u>
Market Manager Placed through Recruiter	9/14/2020	Media Staffing Network	See Recruitment Source List for Entries
Business Development Account Executive R2836	12/14/2020	Market Referral	See Recruitment Source List for Entries
On-air Talent R2753	12/29/2020	All Access	See Recruitment Source List for Entries
Digital Sales Manager R3343	7/6/2021	Employee Referral	See Recruitment Source List for Entries
Business Development Account Executive R2836	7/19/2021	Employee Referral	See Recruitment Source List for Entries

### Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

<b>Recruitment Source:</b>	<b>Number of Interviewees Referred</b>
Indeed	6
Internal Candidate	2
Employee Referral	2
Market Referral	5
LinkedIn	4
All Access	2
Media Staffing Network	11
Chabot College	1
<b>Total:</b>	<b>33</b>

### Performance Initiatives Undertaken

During the reporting period, the Employment Unit sponsored one (1) virtual job/career fair: the BAARC Media Job Connector held on May 20, 2021. The HR Business Partner and General Sales Manager attended this event. PSA's were run for a job/career fair in the City of Hayward in June 2021.

Members of the Employment Unit participated in speaking engagements at local schools. On April 23, 2021, the Market Manager spoke to and was interviewed by the broadcast students at Oakland School for the Arts to educate students about career opportunities in the radio broadcasting industry. On April 16, 2021, the Program Director and Marketing Director attended a virtual curricular event with the Expressions School for the Arts where they advised on various matters including curriculum choices relevant to the radio broadcasting industry.

To promote understanding of, and compliance with, our policy of equal opportunity employment, all employees are invited and encouraged to participate in a company-wide diversity and inclusion employee resource group which was established to endorse learning about and promoting inclusion and diversity at Bonneville. In September of 2020 HR Business Partner began a Diversity and Inclusion focus group and encouraged all interested employees to participate. On

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Programs for this reporting period took place from October 2020 – February 2021 & May 2021 – November 2021.

Members of the Employment Unit participated in two (2) workshops: Franklin Covey's 'Six Critical Practices,' and Franklin Covey's 'Multipliers.' These workshops were held weekly from July 2020 through November 2020 and are designed to help our current leaders improve their skills by providing important tools, training, and resources to take back and implement within their teams. Market Manager, Sales Managers and HR Business Partner attended these workshops. Members of the Leadership Team participated in Corporate Strategic Planning Committees which further develop their leadership skills.

#### **Recruitment Source List:**

**The following sources receive notification of Employment Unit job openings. The sources marked with an asterisk (\*) have requested and received notification of full-time job openings.**

<b>Start Date</b>	<b>Recruitment Source</b>
07/25/2019	Academy of Radio Broadcasting - Email, doreen@arbradio.com
07/25/2019	All Access – Website, www.allaccess.com
07/25/2019	American Broadcasting School – Email, staci@radioschool.com
07/25/2019	Arriba Juntos – Email, ggarcia@arribajuntos.org
07/25/2019	Asian American Journalist Association – Email, national@aaja.org
07/25/2019	Asian Business League – Email, info@ablsf.org
07/25/2019	Asian Immigrant Woman Advocates – Email, info@aiwa.org
07/25/2019	Asian Women's Resources – Email, awrcgloria@pacbell.net
07/25/2019	Bay Area Advertising Relief Committee – Email, baarc@mindspring.com
07/25/2019	Cal State East Bay – Email, danuta.sawka@scueastbay.edu
07/25/2019	California Chicano News Media Association – Email, cbaberry@aol.com
07/25/2019	California Department of Rehabilitation – Email, twoo@dor.ca.gov
07/25/2019	California State University, Chico – Email, kaadams@csuchico.edu
07/25/2019	Chabot College * – Email, cglen@chabotcollege.edu, <a href="mailto:bramirez@chabotcollege.edu">bramirez@chabotcollege.edu</a>

07/25/2019	Chinese for Affirmative Action – Email, <a href="mailto:joblist@caasf.org">joblist@caasf.org</a>
07/25/2019	City College of San Francisco – Email, <a href="mailto:smcfarla@ccsf.edu">smcfarla@ccsf.edu</a>
07/25/2019	City College of San Francisco, Business Department – Email, <a href="mailto:srosenbe@ccsf.edu">srosenbe@ccsf.edu</a>
07/25/2019	College of San Mateo – Email, <a href="mailto:csmcareerservices@smccd.edu">csmcareerservices@smccd.edu</a>
07/25/2019	Diablo Valley College – Email, <a href="mailto:cfranco@dvc.edu">cfranco@dvc.edu</a>
07/25/2019	Eastbay Works Career Center – Email, <a href="mailto:rcox@ehsd.cccounty.us">rcox@ehsd.cccounty.us</a>
07/25/2019	Elon University – Email, <a href="mailto:llimerick@elon.edu">llimerick@elon.edu</a>
07/25/2019	Emma L Bowen Foundation for Minority – Email, <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>
07/25/2019	Employment Development Department Career Center – Email, <a href="mailto:bmartinex@acgov.org">bmartinex@acgov.org</a>
07/25/2019	Employment Development Department – Email, <a href="mailto:sfjobs@edd.ca.gov">sfjobs@edd.ca.gov</a>
07/25/2019	Glide Memorial United Methodist Church – Email, <a href="mailto:jcooper@glide.or">jcooper@glide.or</a>
07/25/2019	Greater San Francisco Ad Club – Email, <a href="mailto:gsfacexec@att.net">gsfacexec@att.net</a>
07/25/2019	Hispanic Chamber of Commerce of Silicon Valley – Email, <a href="mailto:connie@sbdchc.org">connie@sbdchc.org</a>
07/25/2019	Independent Living Resource Center – Email, <a href="mailto:bridgett@ilrcsf.org">bridgett@ilrcsf.org</a>
07/25/2019	Japanese Community Youth Council – Email, <a href="mailto:dyu@jcyc.org">dyu@jcyc.org</a>
07/25/2019	Japanese Cultural & Community Center – Email, <a href="mailto:mfletcher@jcccnc.or">mfletcher@jcccnc.or</a>
07/25/2019	Jewish Vocational Service – Email, <a href="mailto:info@jvs.org">info@jvs.org</a>
07/25/2019	LDS Employment – Concord – Email, <a href="mailto:wel-ec-concord@ldschurch.org">wel-ec-concord@ldschurch.org</a>
07/25/2019	LDS Employment – Fremont – Email, <a href="mailto:wel-ec-fremont@ldschurch.org">wel-ec-fremont@ldschurch.org</a>
07/25/2019	LDS Employment – San Jose – Email, <a href="mailto:wel-ec-sanjose@ldschurch.org">wel-ec-sanjose@ldschurch.org</a>
07/25/2019	Lose Medanos College – Email, <a href="mailto:rturner@losmedanos.edu">rturner@losmedanos.edu</a>
07/25/2019	Media Alliance – Email, <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>
07/25/2019	Merritt College – Email, <a href="mailto:grantjean87@gmail.com">grantjean87@gmail.com</a>
07/25/2019	Mission Hiring Hall – Email, <a href="mailto:kyung@missionhiringhall.org">kyung@missionhiringhall.org</a>
07/25/2019	Mission Language & Vocational School – Email, <a href="mailto:vocschool@aol.com">vocschool@aol.com</a>

07/25/2019	Oakland Career Center Eastbay Works – Email, gbell@oaklandpic.org
07/25/2019	Potrero Hill Neighborhood House – Email, edwardhatter1@gmail.co
07/25/2019	San Francisco Chamber of Commerce – Email, jjackson@sfchamber.com
07/25/2019	San Francisco Department on the Status of Women -Email, dosw@sfgov.org
07/25/2019	San Francisco Hispanic Chamber of Commerce – Email, info@hccsf.com
07/25/2019	San Francisco Housing Authority – Email, aaronh@sfha.edu
07/25/2019	San Francisco State University – Email, jour@sfsu.edu
07/25/2019	Santa Clara University – Email, mjaich@scu.edu
07/25/2019	Sonoma State University – Email, campbell@sonoma.edu
07/25/2019	Spanish Speaking Citizen’s Foundation – Email, mgaxiola@sscf.org
07/25/2019	University of California – Email, demir@berkeley.edu
07/25/2019	Veteran Employment Specialist – Email, karld@goodwillsv.or
07/25/2019	Visitation Valley Community Center – Email, Christina.lopez01@gmail.co
07/25/2019	West Bay Filipino Multi-Service Center – Email, westbaycenter@sbcglobal.net
07/25/2019	Women’s Building – Email, resource@kelownachildcare.com
07/25/2019	Women’s Economic Agenda Project – Email, weap@weap.org
07/25/2019	Women’s Foundation of California – Email, info@womensfoundca.org
07/25/2019	Young Community Developer’s – Email, dbrookter@ycdjobs.org
07/25/2019	Youth Radio – Email, youthradio@youthradio.org