

KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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	2-8, 10-17, 20-28	20
Account Executive	3-10, 12, 14-17, 20, 22, 24-28	9
Account Executive	3-10, 12, 14-16, 21-22, 24-28	9
Sales Operations	3-10, 12, 14-17, 22, 24-28	9
Account Executive	3-10, 12, 14-16, 22, 24-28	9
Account Executive	3-10, 12, 14-16, 22, 24-28	9
Account Executive	3-10, 12, 14-16, 22, 24-28	9
Client Solutions Manager	3-10, 12, 14-17, 20, 22, 24-28	9
Account Executive	3-10, 12, 14-16, 22, 24-28	9
Brand Coordinator	3-10, 12, 14-16, 22, 25-28	16
Director of Sales Operations	3-8, 10, 12, 14-16, 19, 22, 24-28	19
Digital Campaign Manager	3-8, 10, 12, 14-16, 19, 22, 24-28	19
Board Op	1, 3-10, 12, 14-16, 22, 24-28	9
Producer	1, 3-10, 12, 14-18, 22, 24-28	16

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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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : (310) 457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com N/A N/A	N	0
2	Art Institute of California - Hollywood 5250 Lankershim Blvd. North Hollywood, California 91601 Phone : 818-299-5219 Url : www.aii.edu Email : nicsmith@aii.edu Nicole Smith	N	0
3	Burbank Employment Student Training (BEST) Burbank City Hall 275 East Olive Ave Burbank, California 91502 Phone : 818-238-5021 Url : www.burbankca.gov Email : burbankworkforceconnection@burbankca.gov Fax : 1-818-238-5199 Lidia Termanyan	Y	0
4	Cal State University, Los Angeles 5151 State University Drive Los Angeles, California 90032 Phone : 323-343-3280 Url : www.calstatela.edu/careers Email : careers@cslanet.calstatela.edu Christopher Lenz	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0

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6	California State University - Northridge 1811 Nordhoff Street University Hall, Suite 105 Northridge, California 91330 Phone : 818-677-2878 Url : www.csun.edu Email : career.center@csun.edu Fax : 1-818-677-4593 Career Services	Y	0
7	CalJobs Employment Development Dept 800 Capitol Mall, Suite 5000 Sacramento, California 95814 Phone : (916) 654-8210 Url : http://www.caljobs.ca.gov/ Email : wsbaru048imperialvalley@edd.ca.gov Patty N/A	Y	0
8	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://beonair.com/denver Email : dbyrd@beonair.com Debbie Byrd	Y	0
9	Employee Referral	N	14
10	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-992-7121 Url : http://www.fullcoll.edu/ Email : jmerchant@fullcoll.edu Jennifer Merchant	Y	0
11	GlassDoor - not directly contacted by SEU	N	1
12	Glendale Community College 1500 N Verdugo Rd SR 236 Glendale, California 91208 Phone : 818-240-1000 ext. 5405 Url : www.glendale.edu Email : andrav@glendale.edu Andra Verstraete	Y	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
13	Homeboy Industries 130 Bruno St Los Angeles, California 90012-1815 Phone : 323-526-1254 x329 Url : www.homeboyindustries.org Email : adelvillar@homeboyindustries.org Angel Del Villar	N	0
14	Homeboy Industries 130 Bruno St Los Angeles, California 90012-1815 Phone : 323-526-1254 x342 Url : www.homeboyindustries.org Email : mburton@homeboyindustries.org Mary Ellen Burton	Y	0
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3
17	Indeed.com - Not Directly Contacted by SEU	N	5
18	Internal Posting	N	2
19	Internal Transfer/Promotion	N	2
20	LinkedIn - Not directly contacted by SEU	N	3
21	Non-Employee Referral	N	3
22	Ohio Center for Broadcasting-Cleveland 9885 Rockside Rd. #160 Valley View, Ohio Phone : 216-503-5900 x1104 Url : http://beonair.com/cleveland Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0

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23	SAE Institute, Los Angeles 6700 Santa Monica Blvd Los Angeles, California 90038 Phone : 323-466-6323 Url : http://usa.sae.edu/campuses/losangeles/ Email : e.hernandez@sae.edu Fax : 1-323-466-6321 Edgar Hernandez	N	0
24	SCBA (So Cal Broadcasters Assn) 1849 Sawtelle Blvd. Ste 543 Los Angeles, California 90025 Phone : 323-930-5599 Url : www.scba.com Liz Fancher Manual Posting	N	0
25	SELA Worksource Center 3965 S Vermont Ave Los Angeles, California 90037 Phone : 323.730.7900 x227 Url : www.letc.com Email : aguerrero@letc.com Arthur Guerrero	Y	0
26	University of California, Riverside 900 University Avenue Riverside, California 92521 Phone : 951-827-2736 Email : linda.latendresse@ucr.edu Linda LaTendresse	Y	0
27	USC Career Planning & Placement Ctr 3601 Trousdale Pkwy Student Union Bldg 110 Los Angeles, California 90089-4897 Phone : 213-740-9538 Url : www.careers.usc.edu Email : recruit@usc.edu Elizabeth Jordan	Y	0
28	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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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	12/5/2019	Participation in events or programs sponsored by educational institutions	On December 5, 2019, our SEU hosted a panel discussion for local California Community Colleges and other community leaders about increasing career and educational opportunities for the black community. SEU participants included our On-Air Personality, who spoke about his career path in the broadcasting industry.	3	EVP Urban/Hip Hop On Air Personality Producer
2	1/1/2020	Establishment of a mentoring program	During the reporting period, our SEU's Director of Sales mentored and trained a Promotions Assistant in the skills needed to obtain a management-level position in the Sales Department. The program included weekly in-person (and later, virtual) meetings as well as mentor-mentee shadow days. The sessions covered topics such as how to manage Account Executives, how to use sales software and reporting tools, how to develop client solutions, and techniques for making sales presentations. The program was focused on maximizing the mentee's skills and career development potential to qualify for higher-level positions within iHM.	2	Director of Sales Promotions Assistant
3	2/6/2020	Participation in events or programs sponsored by educational institutions	Our SEU's Morning Show Producer participated in a Career Day at Lone Hill Middle School in SanDimas, California. At the event, our Producer spoke with students about her career path in broadcasting and the skills needed to succeed in the industry.	1	Producer, Ellen K Morning Show
4	4/29/2020	Participation in events or programs sponsored by educational institutions	Our SEU's Sales Manager served as a guest lecturer for students at the American Jewish University in Los Angeles. He gave a lecture to communications students about career opportunities in broadcasting and navigating the current media landscape.	1	Sales manager

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5	7/8/2020	Establishment of a mentoring program	During the reporting period, our SEU's Senior VP of Sales mentored a Digital Campaign Manager in the skills needed to obtain higher-level positions within the Sales Department, including sales operation approaches, management techniques, and advanced sales software skills. The program included bi-weekly trainings as well as instructional sessions with on-the-job shadowing. The program was focused on maximizing the mentee's career development and culminated with the promotion of the mentee from Digital Campaign Manager to Director of Sales Operations.	2	Senior VP of Sales Digital Campaign Manager