

**KGO-AM, KNBR-AM, KNBR-FM, KSAN-FM, KSFO-AM, KTCT-AM**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-5, 7-10, 12-16, 18-23	21
Account Executive	1-5, 7-10, 12-23	21
Account Executive	1-5, 7-10, 12-23	21
Sales Assistant	1-5, 7-10, 12-15, 17-23	9
Sales Assistant	1-5, 7-10, 12-15, 17-23	9
KNBR Producer	1-15, 17-23	11
KNBR Producer	1-15, 17-23	11
Full Time Producer	1-10, 12-15, 17, 19-23	21
Accounts Receivable Specialist	1-10, 12-15, 17, 19-20, 22-23	9
Digital Project Manager	1-15, 17, 19-23	11
Web Content Producer	1-5, 7-9, 12-15, 17, 19-20, 22-23	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
1	Academy of Art University 79 New Montgomery St. San Francisco, California 94105 Email : industryoncampus@academyart.edu Academic Career Center	N	0
2	Arriba Juntos 1850 Mission St. San Francisco, California 94103 Fax : 1-415-863-9314 Edwin Narvaez	N	0
3	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
4	City College of San Francisco 50 Phelan Ave. San Francisco, California 94112 Email : CareerCenter@ccsf.edu Career Center	N	0
5	Cumulus Careers Website 3280 Peachtree Road NW Suite 2200 Atlanta, Georgia 30305 Url : <a href="http://www.cumulusmedia.jobs.net/">www.cumulusmedia.jobs.net/</a> Job Listing Manual Posting	N	6
6	Current Employee	N	5
7	Experience Unlimited 745 Franklin St. Lower Level San Francisco, California 94102 Email : eusf.membership@gmail.com Fax : 1-415-749-7478 Sylvia Gonzales	N	0
8	Glass Door 100 Shoreline Hwy Bld. A Mill Valley, California 94941 Jobs Posting Manual Posting	N	0

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9	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Job Posting Manual Posting	N	16
10	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Email : contact@insideradio.com Radio Site	N	0
11	Internal Transfer/Promotion	N	3
12	Link Up 430 1st Ave. N Ste. 790 Minneapolis, Minnesota 55401 Jobs Posting Manual Posting	N	0
13	Monster 133 Boston Post Rd. Weston, Massachusetts 02493 Career Site Manual Posting	N	0
14	National Lesbian & Gay Journalist Association 2120 L St NW Ste. 850 Washington, District of Columbia 20037 Email : info@nljga.org Association Association	N	0
15	NOVA 505 W. Olive Ave. #550 Sunnyvale, California 94086 Email : jobs@novaworks.org Fax : 1-408-730-7643 Joyce Nolan	N	0
16	San Francisco State University 2130 Fulton St. San Francisco, California 94117 Email : csldrecruit@sfsu.edu Career Center	N	0

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17	Santa Rosa Junior College 1501 Mendocino Ave. Santa Rosa, California 95401 Phone : 707-521-7946 Email : kkinahan@santarosa.edu Kim Kinahan	N	0
18	St. Mary's College 1928 St Marys Rd. Moraga, California 94575 Email : careers@stmarys-ca.edu Career Center	N	0
19	Stanford University 450 Serra Mall Stanford, California 94305 Email : vpstudentaffairs@stanford.edu Career Center	N	0
20	UC Berkeley Career Center 2440 Bancroft Way Berkeley, California 94720 Fax : 1-510-642-6987 Ray Angle	N	0
21	Word of Mouth Referral	N	15
22	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
23	Zip Recruiter 1453 Third St. Ste. 335 Santa Monica, California 90401 Career Site Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>45</b>

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**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	8/1/2019	Establishment of an intern program designed to assist members of the community	From July 2019 through August 2019, our SEU hosted 1 intern from Skidmore College. This internship program is designed to assist members of the community acquire the skills needed for broadcast employment. It provides on-the-job training opportunities to college students so that they can learn about career opportunities in the radio industry. The intern worked closely with the Executive Producer, Board Operator, and Program Director from our programming departments.	3	Program Director Intern Board Operator
2	1/15/2020	Provision of training to management	During the month of January, 2020, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal, as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.	119	All Employees
3	2/12/2020	Participation in events sponsored by community groups	On February 12th 2020, our SEU co-sponsored the Watermark Conference for Women Silicon Valley, located at the San Jose Conference Center. Our On Air Host spoke to attendees in a break out session and our General Sales Manager and Account Executive discussed available jobs in the broadcasting industry with over 7,000 attendees.	1	Account Executive General Sales Manager On Air Host Digital Project Manager

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	<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>
4	7/15/2020	Participation in Job Fairs	On July 15, 2020, our SEU participated in the 20th annual Diversity Employment Day Career Fair. Due to COVID-19, this was a virtual job fair, attended by our Director of Finance & Administration, who spoke with attendees about job opportunities within the SEU.	1	Director of Finance & Administration
5	7/22/2020	Provision of training to management	On July 22, 2020, our Market Manager and Director of Finance & Administration participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.	2	Market Manager Director of Finance & Administration