

KFOG-FM, KGO-AM, KNBR-AM, KSAN-FM, KSFO-AM, KTCT-AM**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 |
|------------------------------------|--|-------------------------------|
| Staff Accountant | 4-5, 7, 19, 39-40, 43, 64, 68, 70, 72-74 | 43 |
| Digital Project Manager | 2-5, 7, 19, 22, 27, 30, 35, 39-40, 44, 61, 63-65, 68, 70, 72-74, 78, 84 | 30 |
| Program Director KGO/KSFO | 39, 49, 56, 84, 88 | 84 |
| Vice President & Director of Sales | 24, 30, 39, 49, 56, 76, 88 | 30 |
| On-Air Host | 34 | 34 |
| Account Executive | 8-9, 11, 18, 26, 30, 37, 42, 46, 48, 53, 75-76, 81, 84 | 76 |
| Account Executive | 8-9, 11, 18, 26, 30, 37, 42, 46, 48, 53, 75-76, 81, 84 | 84 |
| Account Executive | 8-9, 11, 18, 26, 30, 37, 42, 46, 48, 53, 75-76, 81, 84 | 30 |
| Account Executive | 8-9, 11, 18, 26, 30, 37, 42, 46, 48, 53, 75-76, 81, 84 | 84 |
| Producer | 1-25, 28-33, 35-42, 44-49, 51-62, 64, 66-69, 71-80, 82, 86-88 | 25 |
| Producer | 1-25, 28-33, 35-42, 44-49, 51-62, 64, 66-69, 71-80, 82, 86-88 | 30 |
| General Sales Manager | 5, 9, 24, 30, 61, 64-65, 68, 76, 84 | 30 |
| Accounts Receivable Coordinator | 5, 9, 43, 61, 64, 68 | 43 |
| Digital Sales Manager | 2, 5, 9, 19, 35, 44, 61, 64, 68, 70, 73- 74, 78, 84 | 84 |
| KNBR Evening Host | 2, 5, 9, 19, 24, 35, 43-44, 61, 64, 68, 70, 73-74, 78 | 43 |
| Sales Assistant | 2, 5, 9, 19, 24, 30, 35, 43-44, 61, 64, 68, 70, 73-74, 76, 78, 84 | 43 |
| Creative/Production Director | 2, 5, 9, 19, 24, 35, 43-44, 50, 61, 64, 68, 70, 73-74, 78, 84 | 50 |
| Writer & Web Producer | 2, 9, 19, 30, 35, 39, 44, 49, 56, 61, 64, 68, 73-74, 76, 78, 88 | 30 |
| Writer & Web Producer | 2, 9, 19, 30, 35, 39, 44, 49, 56, 61, 64, 68, 73-74, 76, 78, 88 | 76 |
| Sales Manager | 2, 5, 9, 19, 30, 35, 44, 61, 64, 68, 73- 74, 78, 83, 85 | 30 |
| On-Air Host | 2, 5, 9, 19, 35, 44, 61, 64, 68, 73-74, 78, 84-85 | 84 |

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August 1, 2018 - July 31, 2019

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 | Academy of Art University 79 New Montgomery St. San Francisco, California 94105 Email : industryoncampus@academyart.edu Academic Career Center | N | 0 |
| 3 | Active Hire 9701 Brodie Ln #204a Austin, Texas 78748 Fax : 1-512-327-9524 Job Posting | N | 0 |
| 4 | All Access 24955 Pacific Coast Hwy C303 Malibu, California 90265 Fax : 1-310-457-8058 Media Site | N | 0 |
| 5 | Arriba Juntos 1850 Mission St. San Francisco, California 94103 Fax : 1-415-863-9314 Edwin Narvaez | N | 0 |
| 6 | Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner | N | 0 |
| 7 | Cal State East Bay 25800 Carlos Bee Blvd. Hayward, California 94542 Career Center | N | 0 |

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|------------------|--|--|---|
| 8 | Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka | N | 0 |
| 9 | California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry | N | 0 |
| 10 | California Chicano News Media Association 725 Arizona Ave Suite 206 Santa monica, California 90401-1734 Phone : 424-229-9482 Url : http://www.ccnma.org Email : cchmainfo@ccnma.org Fax : 1-424-238-0271 Career Service | N | 0 |
| 11 | California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I | N | 0 |
| 12 | California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece Email : career@scub.edu Fax : 1-661-654-3345 CSUB CECE | N | 0 |

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|------------------|--|--|---|
| 13 | CalJobs - Workforce Connection P.O. Box 826880, MIC83 Sacramento, California 94280-0001 Phone : 888-501-2278 Url : http://www.caljobs.ca.gov Fax : 1-559-230-4022 Arthur Moss | N | 0 |
| 14 | CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : kkenoyer@placer.ca.gov Fax : 1-530-886-4509 Katie Kenoyer | N | 0 |
| 15 | Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta | N | 0 |
| 16 | Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-2000 Url : www.fresno.edu Email : alicia.andrade@fresno.edu Fax : 1-559-453-7147 Alicia Andrade | N | 0 |
| 17 | Catholic Charities 941 Chorro St San Luis Obispo, California 93401 Phone : 805-541-9110 Fax : 1-805-541-9121 Employment Officer | N | 0 |
| 18 | Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan | 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 |
|------------------|--|--|---|
| 19 | City College of San Francisco 50 Phelan Ave. San Francisco, California 94112 Email : CareerCenter@ccsf.edu Career Center | N | 0 |
| 20 | Community Action Commission 1026 W. Boone St Santa Maria, California 93458 Phone : 805-928-0044 Fax : 1-805-928-0165 Fran Forman | N | 0 |
| 21 | Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin | N | 0 |
| 22 | Craigslist 989 Market St. #200 San Francisco, California 94103 Job Listing | N | 0 |
| 23 | Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee | N | 0 |
| 24 | Current Employee | N | 10 |
| 25 | Current Employee - Transfer/Promotion | N | 1 |
| 26 | Department of Employment & Social Service 25 N. Cottonwood Woodland, California 95695 Phone : 530-661-2900 Employment Center | N | 0 |

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|------------------|---|--|---|
| 27 | Diablo Valley College Career Placement 321 Golf Club Rd. Pleasant Hill, California 94523 Email : careerservices@dvc.edu Fax : 1-925-691-7538 Academic Career Center | N | 0 |
| 28 | EDD of Santa Barbara 130 E. Ortega St Santa Barbara, California 93101 Phone : 805-568-1296 Fax : 1-805-568-1382 Placement Officer | N | 0 |
| 29 | EDD-San Luis Obispo Workforce Resource Center 4111 Broad St San Luis Obispo, California 93401 Phone : 805-788-2697 Fax : 1-805-549-9974 Placement Officer | N | 0 |
| 30 | Employee Referral | N | 12 |
| 31 | Employment Development Department and California Jobs Resource Center 2901 50th Street Sacramento, California Phone : 916-227-0109 Url : www.caljobs.ca.gov Email : rhernan0@edd.ca.gov Fax : 1-916-227-0208 Ramona Hernandez | N | 0 |
| 32 | Employment Development Dept 730 La Guardia Street Salinas, California 93905 Phone : 831-796-3619 Url : www.communityjobfair.org Email : alan.burrafato@edd.ca.gov Alan Burrafato | N | 0 |
| 33 | Entravision 6820 Pacific Ave Suite 3A Stockton, California 95207 Phone : 209-474-0154 Url : www.entravision.com Email : lsunday@entravision.com Lisa Vela | N | 0 |

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|------------------|--|--|---|
| 34 | Exigent Circumstances | N | 1 |
| 35 | 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 |
| 36 | Fresno City College Employment Resource Center 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : karin.collins@fresnocitycollege.edu Fax : 1-559-442-4850 Karin Collins | N | 0 |
| 37 | Fresno County Economic Opportunity Commission 1900 Mariposa Mall #303 Fresno, California 93727 Phone : 559-263-1116 Email : frank.franco@fresnoeoc.org Frank Franco | N | 0 |
| 38 | GALA of the Central Coast PO Box 3558 San Luis Obispo, California 93403 Phone : 805-541-4252 Fax : 1-805-545-7968 Clayton Marsh | N | 0 |
| 39 | Glass Door 100 Shoreline Hwy Bld. A Mill Valley, California 94941 Jobs Posting | N | 1 |
| 40 | Golden Gate University 536 Mission St. San Francisco, California 94105 Academic Career Center | N | 0 |

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|------------------|--|--|---|
| 41 | Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : gocegeda@gsul.org Fax : 1-916-915-1829 Grucelda Ocegueda | N | 0 |
| 42 | In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer | N | 0 |
| 43 | Indeed.com | N | 14 |
| 44 | Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Email : contact@insideradio.com Radio Site | N | 0 |
| 45 | ITT Technical Institute 1140 Galaxie Way #400 Concord, California Phone : 952-674-8200 Email : klopez@itt-tech.edu Fax : 1-925-674-8250 Kristina Lopez | N | 0 |
| 46 | Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccenc.org Marjorie Fletcher | N | 0 |
| 47 | Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn | N | 0 |

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|------------------|---|--|---|
| 48 | La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson | N | 0 |
| 49 | Link Up 430 1st Ave. N Ste. 790 Minneapolis, Minnesota 55401 Jobs Posting | N | 0 |
| 50 | Linked In | N | 1 |
| 51 | Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 52 | Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk | N | 0 |
| 53 | Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris | N | 0 |
| 54 | Mission Trails ROP 867 East Laurel Drive Salinas, California 93905 Phone : 831-753-4209 Url : missiontrailsrop.org Email : allan.schooley@salinasuhd.org Randy Bangs | N | 0 |

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|------------------|---|--|---|
| 55 | Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person | N | 0 |
| 56 | Monster 133 Boston Post Rd. Weston, Massachusetts 02493 Career Site | N | 0 |
| 57 | Mutual Asst. Network of Del Paso Hghts 810 Grand Avenue Sacramento, California Phone : 916-927-7694 x217 Email : cwells@mutualassistance.org Fax : 1-916-564-8443 Charles Wells | N | 0 |
| 58 | NAACP P. O. Box 1128 Salinas, California 93902 Phone : 755-2553 Fax : 1-831-582-4329 Tony Anderson | N | 0 |
| 59 | National Academy of Television, Arts and Sciences (NATAS) - San Francisco 4317 Camden Avenue San Mateo, California Phone : 650-341-7786 Url : www.emmyonline.org Email : Darrylrcompton@gmail.com Darryl Compton | N | 0 |
| 60 | National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : www.nhmc.org Email : info@nhmc.org NHMC Job Postings | N | 0 |

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|------------------|---|--|---|
| 61 | National Lesbian & Gay Journalist Association 2120 L St NW Ste. 850 Washington, District of Columbia 20037 Email : info@nljga.org Association Association | N | 0 |
| 62 | North County Coastal Career Center 1949 Avenida del Oro, Suite 106 Oceanside, California 92056 Phone : 760-414-3536 Email : hollychilids@workforce.org Holly Childs | N | 0 |
| 63 | Northern California Broadcasters Association 915 L St. #1150 Sacramento, California 95814 Email : acoburn@ncradio.com Fax : 1-415-292-5790 Broadcast Association | N | 0 |
| 64 | NOVA 505 W. Olive Ave. #550 Sunnyvale, California 94086 Email : jobs@novaworks.rg Fax : 1-408-730-7643 Joyce Nolan | N | 0 |
| 65 | Ohio Center for Broadcasting 5330 E Main St. Ste. 200 Columbus, Ohio 43213 Email : gary@beonair.com Gary James | N | 0 |
| 66 | Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : www.losrios.edu Email : garciaaj@scc.losrios.edu Fax : 1-916-650-2715 Albert Garcia | N | 0 |

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|------------------|--|--|---|
| 67 | Sacramento Hispanic Chamber of Commerce 1451 River Park Drive, Suite 220 Sacramento, California 95815 Phone : 916-486-7700 Url : www.sachcc.org Email : info@sachcc.org Fax : 1-916-486-7728 Office Coordinator | N | 0 |
| 68 | San Francisco State University 2130 Fulton St. San Francisco, California 94117 Email : recruit@sfsu.edu Career Center | N | 0 |
| 69 | San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online | N | 0 |
| 70 | San Jose State University 1 Washington Sq. San Jose, California 95192 Fax : 1-408-924-6099 Career Center | N | 0 |
| 71 | Santa Barbara City College 310 W Padre St Santa Barbara, California 93101 Phone : 805-687-0812 Fax : 1-805-569-5457 K. Frascella | N | 0 |
| 72 | Santa Rosa Junior College 1501 Mendocino Ave. Santa Rosa, California 95401 Academic Career Center | N | 0 |
| 73 | St. Mary's College 1928 St Marys Rd. Moraga, California 94575 Email : careers@stmarys-ca.edu Career Center | N | 0 |

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|------------------|--|--|---|
| 74 | Stanford University 450 Serra Mall Stanford, California 94305 Email : vpstudentaffairs@stanford.edu Career Center | N | 0 |
| 75 | State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton | N | 0 |
| 76 | Station Website Posting (One or More SEU Stations) | N | 10 |
| 77 | Twitter 1355 Market St. Ste. 900 San Francisco, California 94103 Social Media | N | 0 |
| 78 | UC Berkeley Career Center 2440 Bancroft Way Berkeley, California 94720 Fax : 1-510-642-6987 Ray Angle | N | 0 |
| 79 | University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator | N | 0 |
| 80 | University of California Santa Barbara Career Services Bldg Room 599 Santa Barbara, California 93106 Phone : 805-893-4412 Email : Emily.White@sa.ucsb.edu Fax : 1-805-893-8023 Emily White | N | 0 |
| 81 | University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer | N | 0 |

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|--|--|--|---|
| 82 | University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : meganh@usc.edu Megan Hutaff | N | 0 |
| 83 | Walk In/Self-Referral | N | 2 |
| 84 | Word of Mouth Referral | N | 12 |
| 85 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 86 | Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez | N | 0 |
| 87 | Yolo County Dept of Employment & Social Svcs. II 25 N. Cottonwood Woodland, California Phone : 530-661-2638 Email : valarie.stapleton@yolocounty.org Fax : 1-530-661-2728 Valarie Stapleton | N | 0 |
| 88 | Zip Recruiter 1453 Third St. Ste. 335 Santa Monica, California 90401 Career Site | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 64 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|--|
| 1 | 9/4/2018 | Establishment of an intern program designed to assist members of the community | From September 2018 through December 2018, our SEU hosted 1 intern from the City College of San Francisco. This ongoing 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 interns worked closely with the Executive Producer in our KGO Programming Department. | 2 | Intern KGO Executive Producer |
| 2 | 1/8/2019 | Establishment of an intern program designed to assist members of the community | From January 2019 through May 2019, our SEU hosted 3 interns from the following colleges and universities: City College of San Francisco; San Francisco State University; and San Jose City College. This ongoing 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 interns worked closely with the Executive Producer, Director of Experiential and Digital Solutions, and Lead Video Producer from the digital and programming departments. | 5 | KNBR Intern Digital Intern Digital Intern KNBR Executive Producer |
| 3 | 3/1/2019 | Co Sponsoring Job Fair | On February 21st and 22nd, our SEU co-sponsored the Watermark Conference for Women Silicon Valley Job fair, located at the San Jose Conference Center. Our VP of Sales and Account Executive attended to discuss available jobs in the broadcasting industry with over 7,000 attendees. | 2 | VP Sales Account Executive |

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|---|-------------|--|--|-------------------------------------|--|
| 4 | 4/9/2019 | Participation in Job Fairs | On April 9th, 2019, our SEU participated in the 19th annual Diversity Employment Day Career Fair in San Francisco, CA. The SEU Participants included two Promotions Assistants and our Director of Finance & Administration, who spoke with attendees about job opportunities within the SEU. | 3 | Director of Finance & Administration Promotions Assistant Promotions Assistant |
| 5 | 5/28/2019 | Establishment of an intern program designed to assist members of the community | From May 2019 through August 2019, our SEU hosted 4 interns from the following colleges and universities: San Francisco State University; University of Mississippi, and Chabot College. This ongoing 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 interns worked closely with the Executive Producer, Director of Experiential and Digital Solutions, and Lead Video Producer from our digital and programming departments. | 6 | Programming Intern Digital Intern Digital Intern Programming Intern |