

**KKGN(AM), KNEW(AM), KIOI(FM), KKSF(FM),
KMEL(FM), KYLD(FM), KISQ(FM)**

**EEO PUBLIC FILE REPORT
August 1, 2007 - July 31, 2008¹**

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 Hire
Outside Account Executive	1-22	18
Outside Account Executive	1-23	18
Inside Account Executive	1-23	18
Outside Account Executive	1-23	14
Outside Account Executive	1-22	18
Inside Account Executive	1-23	15
Inside Account Executive	1-23	15
Inside Account Executive	1-23	14
Inside Account Executive	1-22	15
Outside Account Executive	1-22	12
Inside Account Executive	1-22	15
Inside Account Executive	1-22	14
Inside Account Executive	1-22	15
Inside Account Executive	1-23	14
Inside Account Executive	1-22	12
Inside Account Executive	1-22	14
Inside Account Executive	1-23	15
Inside Account Executive	1-23	18
Inside Account Executive	1-23	18
Sales Assistant	1-23	14
Sales Assistant	1-23	14
Sales Assistant	1-23	14
Inside Account Executive	1-23	14
Traffic Coordinator	1-23	15
Inside Account Executive	1-23	12
Production Assistant	1-23	15
Inside Account Executive	1-23	14
Inside Account Executive	1-23	14

¹ This Report was modified in July 2009 to address minor reporting issues.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire
Business Manager	1-23	14
Program Director	1-23	18
Staff Accountant	1-22	14
Business Manager	1-23	14
Sales Assistant	1-22	14
Inside Account Executive	1-22	14
Online Content Coordinator	1-23	14
Promotions Director	1-23	15
Traffic & Continuity Assistant	1-23	15
Inside Account Executive	1-22	12
Inside Account Executive	1-23	14
Inside Account Executive	1-23	15
Outside Account Executive	1-22	15
Inside Account Executive	1-22	15
Inside Account Executive	1-23	15
Payroll/Hr Manager	1-22	14

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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	Bay Area STAR 855 Battery Street, San Francisco CA 94111 Katie Kindred 415-249-7682 www.bayareajobs.com	Yes	18
2	School to Career/Transition Service 2600 Moraga Rd., Res 23 San Pablo CA 94806 Teresa Gonzalez 510-307-5337	Yes	0
3	Swords to Plowshares 1060 Howard St., San Francisco CA 94014 Yvonne Cunningham 415-252-4788	Yes	0
4	California State University - Career Center 6000 J Street, Sacramento CA 95819 Scott Ghiringhelli 916-278-6827	Yes	1
5	Chinese Center Employment Agency 128 Waverly Place, San Francisco CA 94108 Calvin Chan 415-362-4782	Yes	0
6	Employment Development Department 801 Turk Street, San Francisco CA 94102 Tom Swinnerton 415-749-7500	Yes	2
7	Greater Sacramento Urban League 3725 Marysville Blvd., Sacramento CA 95838 Denelle Ellison 916-286-8670	Yes	0
8	Filipinos for Affirmative Action 310 8 th Street, Suite 306 Oakland CA 94607 Eduardo Valladares 510-465-9876	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	American Women in Radio & Television 8405 Greensboro Drive #800 McLean VA 22102 Melissa Lowe 703-506-3290	Yes	2
10	Los Rios Job Connection Cosumnes River College 8401 Center Parkway Sacramento CA 95624 916-691-7416 fax	No	0
11	Monster.com	No	12
12	www.clearcareers.com	No	32
13	National Lesbian & Gay Journalists Association 1420 K Street, NW #910 Washington DC 20005 202-588-9888 www.nlgja.org	Yes	1
14	www.craigslist.org	No	82
15	Internal Transfer/Promotion	No	14
16	Posting to one or more SEU stations' website	No	12
17	www.hirediversity.com Bill Knutzen 805-964-4554	No	1
18	Employee Referral	No	58
19	Black Broadcasters Alliance 3474 Williams Penn Hwy Pittsburgh PA 15235 412-829-9788 www.thebba.org	Yes	0
20	National Assn of Minority Media Execs 1921 Gallows Rd #600, Vienna VA 703-893-3622 Nancy Osborn www.namme.org	No	0
21	National Association of Black Journalists www.nabj.org	No	0
22	American Broadcasting School 712 North Watson Road, Suite 200 Arlington TX 76011 Michelle McConnell 817-695-2474	No	0
23	www.allaccess.com	No	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			240

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host internship program	<p>During this reporting period, the SEU's Promotions Department hosted student interns from universities and high schools during the Fall 2007 (4 interns), Spring 2008 (12 interns) and Summer 2008 (7 interns) semesters. The internships provided students with the opportunity to learn about the broadcast industry and to receive training in the SEU's Promotions Department. In addition to helping with office-related tasks, the student interns assisted with the SEU's promotional events. The SEU's Promotions Director supervised the interns.</p>
2	Attend job fairs (10)	<p>August 4, 2007 – A member of the SEU's Promotions Department attended the All Male Fair Community Event in East Palo Alto.</p> <p>September 11, 2007 – The SEU's Promotions/Community Director attended the Employment Guide 2007 Job Fair held at the Oakland Scottish Rite Center.</p> <p>February 5, 2008 – One of the SEU's Sales Managers, an IM Sales Manager, and an Account Executive attended the Stanford Liberal Arts Career & Internship Fair.</p> <p>March 5, 2008 – One of the SEU's Sales Managers attended the Santa Clara University Marketing Career Night.</p> <p>March 7, 2008 – One of the SEU's Sales Managers, an IM Sales Manager, and an Account Executive attended the University of San Francisco Spring Career Fair.</p> <p>March 13, 2008 – One of the SEU's Sales Managers and an Account Executive attended the SF AMA Career Fair at the University of San Francisco.</p> <p>March 25, 2008 – A member of the SEU's Promotions Department attended the Employment Guide 2008 Job Fair held at the Oakland Scottish Rite Center.</p> <p>April 3, 2008 – A member of the SEU's Promotions Department attended the Menlo College Job Fair.</p> <p>April 9, 2008 – A member of the SEU's Promotions Department attended the Laney College Career Expo – 2008.</p> <p>April 16, 2008 – The SEU's Sales Coordinator and its Promotions Director attended the Santa Clara University Career Fair.</p> <p>At each of these events, SEU personnel provided attendees with information on the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.</p>