

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

**EEO PUBLIC FILE REPORT
August 1, 2008 - July 31, 2009**

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
Assistant Program Director	1-23	18
Assistant Promotions Director	1-22	18
On-Air Host	1-23	18
Outside Account Executive	1-23	18
Outside Account Executive	1-23	14
On-Air Host	1-22	12
Production Assistant	1-22	18
Outside Account Executive	1-22	18
Program Director	1-22	18
Production Assistant	1-23	18
General Sales Manager	1-22	18
Outside Account Executive	1-22	18
Sales Assistant	1-23	18
General Sales Manager	1-23	18
Inside Account Executive	1-23	18
National Sales Coordinator	1-23	18
Inside Account Executive	1-23	18
Sales Assistant	1-23	18
Sales Assistant	1-23	18
Inside Account Executive	1-23	14
On-Air Host	1-23	12
On-Air Host	1-23	18
On-Air Host	1-23	18
Sales Manager	1-23	15
On-Air Host	1-23	18
Sales Assistant	1-23	15

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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	2
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	0
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	0
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
9	American Women in Radio & Television 8405 Greensboro Drive #800 McLean VA 22102 Melissa Lowe 703-506-3290	Yes	0
10	Los Rios Job Connection Cosumnes River College 8401 Center Parkway Sacramento CA 95624 916-691-7416 fax	No	0
11	Monster.com	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	www.clearcareers.com	No	17
13	National Lesbian & Gay Journalists Association 1420 K Street, NW #910 Washington DC 20005 202-588-9888 www.nlgja.org	Yes	0
14	www.craigslist.org	No	47
15	Internal Transfer/Promotion	No	2
16	Posting to one or more SEU stations' website	No	5
17	www.hirediversity.com Bill Knutzen 805-964-4554	No	0
18	Employee Referral	No	59
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	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			141

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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 2008 (12 interns), Spring 2009 (16 interns) and Summer 2009 (16 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	Participate in job fair (11)	<p>August 2, 2008 – A member of the SEU's Promotions Department attended the All Male Fair Community Event in East Palo Alto.</p> <p>August 27, 2008 – The SEU's IM Sales Manager, an Account Executive, and two Promotions Directors attended the Diversity Employment Day, which was held at the Oakland Marriott City Center.</p> <p>January 15, 2009 – A member of the SEU's Promotions Department attended San Lorenzo College and Career Fair.</p> <p>February 21, 2009 – The SEU's Promotions Coordinator attended the Golden State Warriors Sports and Entertainment Career Fair.</p> <p>February 26, 2009 – A member of the SEU's Promotions Department attended the Sonoma State University World of Work Career Fair.</p> <p>March 5, 2009 – The SEU's Promotions Coordinator attended the Career Day at Chabot College.</p> <p>March 16, 2009 – The SEU's Sales Coordinator and an Executive Assistant for Sales attended the NCBA Job Fair.</p> <p>April 3, 2009 – The SEU's Assistant Promotions Director, its Sales Coordinator, and a Sales Manager attended the San Francisco State University Career Fair.</p> <p>April 8, 2009 – The SEU's Sales Manager and a member of the SEU's Promotions Department attended the Laney College Career Day.</p> <p>May 1, 2009 – The SEU's Promotions Coordinator attended the Ohlone College job fair.</p> <p>June 18, 2009 – One of the SEU's Sales Managers, an On-Air Host, and the SEU's Assistant Promotions Director attended the Serramonte Ford Recruitment Day.</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>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Participate in event sponsored by educational institution relating to careers in broadcasting (2)	<p>March 20, 2009 – One of the SEU’s On-Air Hosts and a member of the Promotions Department attended a Career Day at Sunnyville Middle School in Sunnyville, where they spoke to a class about careers in the broadcast industry.</p> <p>March 27, 2009 – One of the SEU’s On-Air Hosts and a member of the Promotions Department attended a Career Day at Columbia Middle School in Sunnyville, where they spoke to a class about careers in the broadcast industry.</p>