

KIOI – KISQ – KKSF – KMEL

KNEW – KYLD – KQKE/KKGN

EEO PUBLIC FILE REPORT

August 1, 2007 - July 31, 2008

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 – KKSF	1-22	18
OUTSIDE ACCOUNT EXECUTIVE – KKSF	1-23	18
INSIDE ACCOUNT EXECUTIVE – KKSF	1-23	18
OUTSIDE ACCOUNT EXECUTIVE – CC TRAFFIC	1-23	14
OUTSIDE ACCOUNT EXECUTIVE – CC TRAFFIC	1-22	18
INSIDE ACCOUNT EXECUTIVE – KYLD	1-23	15
INSIDE ACCOUNT EXECUTIVE – KIOI	1-23	15
INSIDE ACCOUNT EXECUTIVE – KYLD	1-23	14
INSIDE ACCOUNT EXECUTIVE – KKGN	1-22	15
OUTSIDE ACCOUNT EXECUTIVE – KYLD	1-22	12
INSIDE ACCOUNT EXECUTIVE – KYLD	1-22	15
INSIDE ACCOUNT EXECUTIVE – KYLD	1-22	14
INSIDE ACCOUNT EXECUTIVE – KKSF	1-22	15
INSIDE ACCOUNT EXECUTIVE – KISQ	1-23	14
INSIDE ACCOUNT EXECUTIVE – KKGN	1-22	12
INSIDE ACCOUNT EXECUTIVE – KMEL	1-22	14
INSIDE ACCOUNT EXECUTIVE – KYLD	1-23	15
INSIDE ACCOUNT EXECUTIVE – KISQ	1-23	18
INSIDE ACCOUNT EXECUTIVE – KISQ	1-23	18
SALES ASSISTANT - KMEL	1-23	14
SALES ASSISTANT - KIOI	1-23	14
SALES ASSISTANT - KKSF	1-23	14
INSIDE ACCOUNT EXECUTIVE – KKSF	1-23	14
TRAFFIC COORDINATOR	1-23	15
INSIDE ACCOUNT EXECUTIVE – KKSF	1-23	12
PRODUCTION ASSISTANT - KYLD	1-23	15
INSIDE ACCOUNT EXECUTIVE – KMEL	1-23	14
INSIDE ACCOUNT EXECUTIVE – CC TRAFFIC	1-23	14
BUSINESS MANAGER	1-23	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	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
9	American Women in Radio & Television 8405 Greensboro Drive #800 McLean VA 22102 Melissa Lowe 703-506-3290	Yes	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Clear Channel Website: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	In house job postings	No	24
16	SF & SJ Stations' Websites www.981kissfm.com , www.star1013fm.com , www.kksf.com , www.wild949.com , www.960kabl.com , www.knew910.com , www.106kmel.com www.kqke960.com ,	No	12
17	www.hirediversity.com Bill Knutzen 805-964-4554	No	1
18	Word of Mouth/Internal Referral	No	48
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	Internships	Fall 2007-- During this reporting period, our stations hosted 4 interns from local colleges and high schools in the Promotions Department for Fall 2007.
2	Job Fair	August 4, 2007 – All Male Fair Community Event East Palo Alto @ 1108 O’Connor St
3	Job Fair	September 11, 2007 – Employment Guide 2007 Job Fair Oakland Scottish Rite Center
4	Job Fair/Internships	February 5, 2008 – Stanford Liberal Arts Career & Internship Fair
5	Job Fair	March 5, 2008 – Santa Clara University Marketing Career Night
6	Job Fair	March 7, 2008 – University of San Francisco Spring Career Fair
7	Job Fair	March 13, 2008 – SF AMA Career Fair at University of San Francisco
8	Job Fair	March 25, 2008 – Employment Guide 2008 Job Fair Oakland Scottish Rite Center
9	Internships	Spring 2008 -- During this reporting period, our stations hosted 12 interns from local colleges and high schools in the Promotions Department for Spring 2008.
10	Job Fair	April 3, 2008 – Menlo College Job Fair
11	Job Fair	April 9, 2008 – Laney College Career Expo - 2008
12	Job Fair	April 16, 2008 – Santa Clara University Career Fair
13	Internships	Summer 2008 -- During this reporting period, our stations hosted 7 interns from local colleges and high schools in the Promotions

		Department for Summer 2008.
14	Job Fair	June 27, 2008 – Western Addition Communication Response Network