

**Cumulus-San Francisco
KFOG(FM), KSAN(FM), KNBR(AM),
KTCT(AM), KGO (AM), KSFO (AM)
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016**

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
Sales Assistant	1, 2, 8, 9, 13, 14, 29, 40	8
SVP of Sales	5, 34	34
National Sales Manager	5, 34	34
Account Executive	1, 2, 8, 9, 34	9
Account Executive	1, 2, 8, 9, 34	9
Account Executive	1, 2, 8, 9, 34	9
Account Executive	1, 2,6, 8, 9, 34	6
Account Executive	1, 2, 8, 9, 34	9
Account Executive	1, 2, 8, 9, 34	5
Promotions Coordinator	1, 2, 5, 8, 9, 13, 14, 29, 40	5
Continuity Coordinator	1, 2, 8, 13, 14, 29, 40	8
Program Director	1, 5, 10, 34	5
Continuity Coordinator	1, 2, 8, 9, 13, 14, 29, 40	8
On-Air Personality	1, 34, 41	34
Director of Experiential	1,2, 3, 5	5
Webmaster	1, 2, 8, 9, 13, 14, 29	8
Social Media Coordinator	1, 2, 3, 8, 9, 13, 14, 29	8
National Sales Coordinator	1, 2, 5, 6, 8, 9,13, 14, 29	6
Webmaster	1, 2, 3, 5, 8, 9, 18, 13, 14, 29	8
Program Director	1, 2, 3, 10, 34	10
Webmaster	1, 2, 3, 5, 8, 9, 13, 14, 29	5
KTCT PD/Assistant Program Director	1, 2,5, 8, 9	5
VP of Finance	1, 2,3, 8, 9	8
On-Air Personality	1, 2, 5, 8, 9, 10, 41	10
On-Air Personality	1, 2, 5, 8, 9, 10, 41	5
KTCT Director of Content	1, 2, 5, 8, 9,	5
KTCT Morning Show Host	1, 2, 5, 8, 9, 41	5
KTCT Morning Show Host	1, 2, 5, 8, 9, 41	5
KTCT Morning Show Host	1, 2, 5, 8, 9, 41	5

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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	Internal Posting	N	10
2	Station Websites , www.kfog.com ; www.1077thebone.com www.knbr.com ; www.kgoam810.com ; www.ksfo.com	N	5
3	CMP Business Managers CMPBusinessManagers@cumulus.com	N	0
4	Non-Employee Referral	N	5
5	Employee Referral	N	10
6	Re-Hire (<i>former employee</i>)	N	2
7	Craigslist , sfbayarea.craigslist.org	N	30
8	Indeed.com	N	39
9	LinkedIn	N	50
10	Simply Hired	N	0
11	UC Berkeley Career Center, University of California, Berkeley , Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplicity.com/employers/	N	8
12	California State University – East Bay , O. Ray Angle, Director Career Development Center, CSU East Bay, 510.885.2139, ray.angle@csueastbay.edu , post online at https://eastbay-csm.symplicity.com/employers/index.php	N	0
13	University of San Francisco Career Center , 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplicity.com/employers/	N	0
14	San Jose State University Career Center , One Washington Square, San José, California 95192, 408.924.1000 https://sjsu-csm.symplicity.com/employers/index.php?signin_tab=0&ck=1&au=&ck=	N	4
15	Stanford University , 450 Serra Mall, Stanford, California 94305. 650.723.2300 https://stanford-csm.symplicity.com/employers/	N	2
16	Golden Gate University , 536 Mission St San Francisco, CA 94105, (415) 442-7000 – http://www.ggu.edu/	N	3
17	Walk-In/Self-Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	ActiveHire , www.activehire.com	N	1
19	Internal Transfer/Promotion	N	5
20	City College of San Francisco ; post on website at http://www.ccsf.edu/Services/ ; also email to eseymore@ccsf.edu and iquadra@ccsf.edu	N	0
21	WorkInSports.com , Amy Eaton, Director of Employer Relations, Work In Sports, L.L.C. P: 480-905-8059, F: 480-905-7231; post by email to PostAJob@WorkInSports.com .	N	0
22	Music Jobs USA , 1 323 527 9905, http://us.music-jobs.com/employers.php	N	0
23	Northern California Broadcasters Association ; arobillard@ncradio.com	N	0
24	Heald College , 670 Howard Street, San Francisco, CA 94105; dwenette_flash@heald.edu	N	0
25	San Francisco State University BCA Department , 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; Paid positions - beca@sfsu.edu ; Internships - mcamacho@sfsu.edu	N	0
26	San Francisco State University Career Center , recruit@sfsu.edu	N	3
27	SFRecruiter.com – send by email to jobs@sfrecruiter.com	N	0
28	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
29	NOVA , Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org	N	0
30	Gary James, Ohio Center for Broadcasting , 5330 East Main St, Suite 200, Columbus, Ohio 43213, Phone: 614.245.0555 gary@beonair.com	Y	0
31	National Lesbian & Gay Journalists Association , 2120 L Street, Suite 850, Washington, DC 20037, Phone: 202.588.9888, Fax: 202.588.1818, info@nlgja.org	N	0
32	Arriba Juntos , Edwin Narvaez, Case Manager/Employment Specialist, 1850 Mission St., San Francisco, CA 94103, 415-401-4895 (Direct), 415-487-3240 (Main), Fax: 415-863-9314	Y	0
33	Diablo Valley College Career Placement Center , 321 Golf Club Road, Pleasant Hill, CA 94523, Phone: 925.685.1230, Fax: 925.691.7538; email careerservices@dvc.edu	N	0
34	Unknown (<i>source not adequately identified</i>)	N	25
35	Young Community Developers, Inc. , 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196;	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Job Fairs/Open House (<i>see Section III</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			202

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	College Internship Program: During this reporting period this SEU hosted <u>10</u> interns from the following schools: Ohlone College Santa Rosa Junior College University of Southern California Dublin City University SF State University University of Kansas Foothill College Connecticut College University of California; Santa Cruz	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. Interns work closely with their mentors from the following departments: business operations; promotions; sales; and, programming.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	June 14, 2016, this SEU attended management training in discrimination and harassment prevention. Training conducted through corporate Legal Attorney.
3	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Senior Leadership meets with their direct reports to assess their skill-set, make recommendations and preparation for growth.
4	Host event/program sponsored by a community organization related to careers in broadcasting	Attended HR Star Conference as a networking opportunity to fulfill career opportunities at the station.
	Employee Referrals	Did a quarterly Qualified Sales Candidate recommendation request from all station employees.