

KFBK-AM, KFBK-FM, KHLX-FM, KHYL-FM, KQJK-FM, KSTE-AM

EEO PUBLIC FILE REPORT

August 1, 2013 - July 23, 2014

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
Vice President of Sales	4-6, 8, 18, 20-24, 28, 38, 45	45
Traffic Manager	4, 6, 8, 10-11, 18, 20-24, 28, 38, 40	6
Outside Account Executive	2, 4-6, 8, 10, 26, 28, 35, 38, 41, 45	45
Business Manager, Full-Time	3-6, 8, 10, 12, 16, 20-25, 28, 35, 38, 43-44	10
Executive Assistant to the President/Market Manage	3-6, 8, 10, 20-24, 26, 28, 35, 38, 43	10
Outside Account Executive	2, 4-6, 8, 10, 26, 28, 35, 38, 41, 45	10
On-Air Host	1-2, 6, 10, 12, 15, 22, 45	10
General Sales Manager	4-6, 8, 10-11, 20-26, 28, 35-36, 38	36
Account Executive	4-6, 8-9, 11, 14, 20, 22-26, 28-33, 35, 38-39, 42, 45-46	9
Account Executive	4-6, 8-9, 11, 14, 20, 22-26, 28-33, 35, 38-39, 42, 45-46	9
Account Executive	4-6, 8-9, 11, 14, 20, 22-26, 28-33, 35, 38-39, 42, 45-46	46
News Editor - Sacramento, CA	2, 4-6, 8, 11, 17, 20, 22-24, 26-28, 35, 38, 40, 45	45
Sales Assistant	4-6, 8, 10-11, 17, 19-20, 22-24, 26-28, 35, 38	10
Account Executive	4-8, 10-12, 15, 17, 19-20, 22-24, 26-28, 34-35, 37-38, 40-41, 46	10
Account Executive	4-8, 10-12, 15, 17, 19-20, 22-24, 26-28, 34-35, 37-38, 40-41, 46	10
News Director	4-8, 11-13, 15, 17, 19-20, 22-24, 26-28, 34-35, 37-38, 40-41, 44	17
News Producer/Reporter	4-8, 10-13, 15, 17, 19-20, 22-24, 26-28, 34-35, 37-38, 40-41, 44-45	45
Client Services Coordinator	4-8, 10-12, 15, 17, 19-20, 22-24, 26-28, 34-35, 37-38, 40-41	10

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	AllAccess.com 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Joel Denver Manual Posting	N	0
3	Bullhorn Reach 33 - 41 Farnsworth St. Boston, Massachusetts 02210 Url : http://www.bullhornreach.com/jobs/ Career Services Manual Posting	N	1
4	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
5	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0
6	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	16

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	ClearChannel.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearchannel.jobs Clear Channel Corporate Manual Posting	N	0
8	Council of Asian Pacific Islanders for Advocacy and Leadership 5665 Freeport Blvd Suite #2 Sacramento, California 95822 Url : http://www.sactocapital.org Email : sonney.chong@att.net Sonney Chong	N	0
9	Employee Referral	N	6
10	Employee Referrals 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-929-5325 Email : emilysmith@clearchannel.com Emily Smith	N	14
11	Get Radio Jobs California Url : http://www.getradiojobs.com Jason Peebles Manual Posting	N	0
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
13	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8628 Url : http://www.gsul.org Email : info@gsul.org Fax : 1-916-286-8620 Alexis Mathews	N	0

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14	HIREvents / Job Journal 3050 Fite Circle, Suite 100 Sacramento, California 95827 Phone : 916.925.0800 ext. 310 John Nelson Manual Posting	N	2
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	3
16	Indeed.com Texas Career Services	N	1
17	Internal Posting/Candidate 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2158 Email : emilysmith@clearchannel.com Emily Smith	N	1
18	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
19	KBEB Website 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2158 Url : http://www.b925fm.com/ Emily Smith Manual Posting	N	0
20	KFBK Website 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.kfbk.com Wendy Maxham Manual Posting	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
21	KHLX Website 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.classic931.com Wendy Maxham Manual Posting	N	0
22	KHYL Website 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.v1011fm.com Wendy Maxham Manual Posting	N	3
23	KQJK Website 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.937jackfm.com Wendy Maxham Manual Posting	N	0
24	KSTE Website 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.kste.com Wendy Maxham Manual Posting	N	0
25	Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Schanae Wright Manual Posting	N	2
26	Los Rios Community College District 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Fax : 1-916-691-7181 Gary Martin Manual Posting	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
27	Melissa Wilson 1101 Alberta Way Room S-2 Concord, California 94521 Url : www.kvhs.com Email : wilson143@aol.com Melissa Wilson	Y	0
28	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
29	On air announcements (KFBK) 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.kfbk.com Email : wendymaxham@clearchannel.com Wendy Maxham	N	0
30	On air announcements (KHLX) 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.classic931.com Email : wendymaxham@clearchannel.com Wendy Maxham	N	0
31	On air announcements (KHYL) 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.v1011fm.com Email : wendymaxham@clearchannel.com Wendy Maxham	N	0
32	On air announcements (KQJK) 1545 River Parl Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2250 Url : http://www.937jackfm.com Email : wendymaxham@clearchannel.com Wendy Maxham	N	0

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33	On air announcements (KSTE) 1545 River Park Drive Suite 500 Sacramento, California 95815 Phone : 916-576-2550 Url : http://www.kste.com Email : wendymaxham@clearchannel.com Wendy Maxham	N	0
34	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
35	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
36	Self Referral	N	5
37	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
38	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
39	The Ladders 137 Varick Street New York, New York Url : Recruit.TheLadders.com N/A N/A Manual Posting	N	0

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40	Traffic Directors Guild of America 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : http://www.tgda.org Email : tdga@cox.net Fax : 1-949-429-7083 Larry Keene	N	0
41	TV and Radio Jobs California Url : http://www.tvandradiojobs.com Mike Patrick Manual Posting	N	0
42	Twitter 1355 Market St, Suite 900 San Francisco, California 94103 N/A N/A Manual Posting	N	0
43	UC Davis One Shields Avenue Davis, California 95616 Url : https://iccweb.ucdavis.edu/employer/Career.htm Career Services Manual Posting	N	0
44	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Job Coordinator	N	0
45	Walk-In/Self-Referral 1545 River Park Drive Siote 500 Sacramento, California 95815 Phone : 916-576-2250 Email : wendymaxham@clearchannel.com Wendy Maxham	N	10
46	Wilson HCG 400 N. Ashley Drive Ste. 3000 Tampa, Florida 33602 Phone : 407.358.6256 Kristine Diamonti Manual Posting	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/2/2013	Establishment of an intern program designed to assist members of the community	<p>Our stations strive to provide opportunities for local high school and college students to learn more about the broadcasting industry and careers in broadcasting by providing internships in different departments.</p> <p>During this reporting period, we hosted a total of six (6) interns. Four students were from Cristo Rey High School, one student was from Sacramento City College, and one student was from Folsom Lake College. These students worked in the Promotions Department assisting with all administrative functions of radio promotions, executing on-site station appearances, and assisting with coordination of station events. They were supervised by our Promotions Director. One student from Folsom Lake College also assisted in the News Room.</p>	2	Director of Marketing Promotions Director	1.00
2	2/11/2014	Co Sponsoring Job Fair	Sacramento's Diversity HIREvent with Sacramento Job Journal - February 11th, 2014	5	General Sales Manager Director of Group Sales General Sales Manager Executive Assistant	1.00
TOTAL POINTS OVER REPORTING PERIOD:						2.00