

**KHKK (FM), KDJK (FM), KJOY (FM), KATM (FM), KHOP (FM),
 KWIN (FM), KWNN (FM) & KESP (AM)
 EEO PUBLIC FILE REPORT
 August 1, 2023 – July 31, 2024**

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
Account Executive	1-10	1
On-Air Personality and Promotions Director	1-30, 32, 34-35, 37-39, 42-43, 47, 51-52	30
Director of Sales	1-30, 32, 34-35, 37-39, 42-43, 47, 50	8
Director of Sales	1-29, 32, 34-35, 37-39, 42-43, 47, 50	1

**KHKK (FM), KDJK (FM), KJOY (FM), KATM (FM), KHOP (FM),
KWIN (FM), KWNN (FM) & KESP (AM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024**

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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	6
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	1
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	2
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	3
31	Internal Transfer/Promotion	N	0
32	Modesto American Job Center of California/EDD Workforce Service-Stanislaus Workforce Development 629 12th Street Modesto, CA 95354 209-558-9675 WSBModestoFieldOffice@edd.ca.gov jobseeker@stanworkforce.com Jerry.Jolly@edd.ca.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	EDD WorkNet Center - Manteca 302 Northgate Drive Manteca, CA 95336 209-825-1300 rachel.walker@edd.ca.gov	N	0
34	Galt AJCC 1000 C Street, Suite 100 Galt, CA 95632 209-744-7702	N	0
35	Mark Sanders AJCC 2901 50th Street Sacramento, CA 95817 916-227-1395 john.plane@edd.ca.gov, <u>satinderpal.dhillon@edd.ca.gov</u> , sadie.robinsonburdine@edd.ca.gov	N	0
36	Alliance Worknet (AW) Career Resource Center / Employment Development Department 125 N. Broadway Turlock, CA 95380 209-669-2994 matilde.pena-hernandez@edd.ca.gov spotts@edd.ca.gov	N	0
37	EDD Workforce Service – San Francisco Civic Center 801 Turk Street San Francisco, CA 94102 415-749-7503 WSBSanFrancisco@edd.ca.gov	N	0
38	Merritt College One Stop Career Center 12500 Campus Drive, Building R Oakland, CA 94619 510-436-2637 hgraham@peralta.edu	N	0
39	California Dept. of Rehabilitation 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Veterans First 1540 East Edinger Avenue Santa Ana, CA 92705 714-322-8789 jeff@veteransfirstoc.org	N	0
41	SER-Jobs For Progress, Inc. 4700 North River Road Ocean Side, CA 92057 951-296-2929 felix.ramirez48@yahoo.com	N	0
42	WorkNet Merced County 1205 W. 18th Street Merced, CA 95340 877-267-9675 worknetmerced.com david.gomez@edd.ca.gov	N	0
43	East County Service Center 1405 West F Street Oakdale, CA 95361 209-322-3564 jobseeker@stanworkforce.com	N	0
44	Homeless to Independence - California CA californiahti@homelesstoindpendence.org	N	0
45	VA Health Care 795 Willow Road, MS 116B2 Menlo Park, CA 94025 650-493-5000 priscilla.azcueta@va.gov	N	0
46	West Side Service Center 66 North El Circulo Patterson, CA 95363 209-525-4908 rogersp@stanalliance.com	N	0
47	Work For Warriors (CA Military Department) 385 River Oaks Parkway #1033 San Jose, CA 95134 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Goodwill Workforce Development - Modesto 509 Scenic Drive Modesto, CA 95350 559-224-0162 gsc@goodwill-sjv.org	N	0
49	Swords to Plowshares - Oakland Oakland, CA jessie.xenakis@stp-sf.org sarah.wong@stp-sf.org	N	0
50	Washington Vocational Services 4257743338 jbruckshen@wvs.org	N	0
51	Country Aircheck Countryaircheck.com	N	1
52	All Access Allaccess.com	N	2
			15

**KHKK (FM), KDJK (FM), KJOY (FM), KATM (FM), KHOP (FM),
KWIN (FM), KWNN (FM) & KESP (AM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
2	Management-level training regarding Diversity, Equity, and Inclusion	On November 29, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>