

**KGO (AM), KNBR (AM), KNBR-FM, KSAN (FM) & KSFO (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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Social Media Content Producer	1 – 30, 39, 42, 44, 46, 53 – 59, 61 – 62, 64, 66, 73, 79, 82 – 84, 86, 91, 93 – 94, 96 – 111, 113 – 117, 119 – 126	30
Account Executive	1 – 30, 39, 42, 44, 46, 53 – 59, 61 – 62, 64 – 66, 73, 79, 82 – 84, 86, 91, 93 – 94, 96 – 111, 113 – 117, 119 – 127	30
Morning Board Op/Producer	1 – 30, 39, 42, 44, 46, 53 – 59, 61 – 62, 64 – 66, 73, 79, 82 – 84, 86, 91, 93 – 94, 96 – 111, 113 – 117, 119 – 126	1
Game Day Specialist	1 – 10, 30, 39, 42, 44, 46, 53 – 59, 61 – 62, 64 – 66, 73, 79, 82 – 84, 86, 89, 91, 93 – 94, 96 – 117, 119 – 126	30
On-Air Personality and Digital Content Producer	30*	30

*\*Exigent Circumstances*

**KGO (AM), KNBR (AM), KNBR-FM, KSAN (FM) & KSFO (AM)**  
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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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	8
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	4
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	7
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	4
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Career Link Center - Mission Center</b> 3120 Mission Street San Francisco, CA 94110 415-401-4800 iperez@sfgoodwill.org	N	0
33	<b>America's Job Center of California - Eastbay Works</b> 2300 El Portal Drive, Suite B San Pablo, CA 94806 510-412-6740 kwilliams-soares@ehsd.cccounty.us jimmie.blanton@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
34	<b>Eden Area Multiservice Center</b> 24100 Amador Street, 3rd Fl. Hayward, CA 94544 510-670-5700 patrick.keenan@edd.ca.gov	N	0
35	<b>Berkeley One Stop Career Center / America's Job Center of California</b> 1701 San Pablo Avenue Berkeley, CA 94702 510-644-6630 nford@peralta.edu	N	0
36	<b>AJCC - Oakland (Oakland Airport Corporation Center)</b> 7677 Oakport Road Oakland, CA 94621 510-545-0500 ivan.roena@edd.ca.gov robert.mccockran@edd.ca.gov	N	0
37	<b>Eastbay Works RichmondWorks</b> 330 -25th Street Richmond, CA 94804 510-307-8014 adam.mcclure@edd.ca.gov jholley@richmondworks.org	N	0
38	<b>Mark Sanders AJCC</b> 2901 50th Street Sacramento, CA 95817 916-227-1395 billy.thomas@edd.ca.gov ckatalba@edd.ca.gov	N	0
39	<b>American Job Center -Vallejo</b> 1440 Marin Street Vallejo, CA 94590 707-648-4024 Joseph.snell@edd.ca.gov	N	0
40	<b>Southeast Workforce Development - San Francisco City College</b> San Francisco, CA 94124 415-970-7762 Edwin.Florentino@sfgov.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>EDD Workforce Service</b> 801 Turk Street San Francisco, CA 94102 415-749-7503 dtam@edd.ca.gov jenny.carreno@edd.ca.gov	N	0
42	<b>Merritt College One Stop Career Center</b> 12500 Campus Drive, Building R Oakland, CA 94619 510-436-2637 hgraham@peralta.edu	N	0
43	<b>Comprehensive Access Point</b> 1500 Mission Street at 11th San Francisco, CA 94103 415-575-4570 iperez@sfgoodwill.org	N	0
44	<b>California Dept. of Rehabilitation</b> 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0
45	<b>Marin Employment Connections Career Resource Center</b> 120 N. Redwood Road San Rafael, CA 94903 Henry.Palmer@edd.ca.gov	N	0
46	<b>JobTrain-Vocational Training Center</b> 1200 O'Brien Drive Menlo Park, CA 94025 (650) 330-6532 ravelar@jobtrainworks.org	N	0
47	<b>Veterans First</b> 1540 East Edinger Avenue Santa Ana, CA 92705 714-322-8789 jeff@veteransfirstoc.org	N	0
48	<b>SER-Jobs for Progress, Inc.</b> 4700 North River Road Ocean Side, CA 92057 951-296-2929 felix.ramirez48@yahoo.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	<b>Goodwill Development Oakland</b> 1301 30th Avenue Oakland, CA 94601 510-698-7200 vanderson@eastbaygoodwill.org	N	0
50	<b>Homeless to Independence - California</b> CA californiahti@homelesstoindpendence.org	N	0
51	<b>Lighthouse San Francisco</b> 214 Van Ness Avenue San Francisco, CA 94102 415-431-1481 kwilliams@lighthouse-sf.org	N	0
52	<b>Expandability</b> 1150 S Bascom Avenue, # 7A San Jose, CA 95128 408-278-2000 karen@expandability.org	N	0
53	<b>Asian Neighborhood Design, Employment and Training Center</b> 1245 Howard Street San Francisco, CA 94103 (415) 575-0423 jbrewster@andnet.org	N	0
54	<b>UA Local 38 Apprenticeship Training Program</b> 1621 Market Street San Francisco, CA 94103 (415) 626-2000 ljmazzola@ualocal38.org local38@ualocal38.org	N	0
55	<b>San Francisco Sheet Metal Training Center, Bay Area Chapter SMACNA</b> 1939 Market Street San Francisco, CA 94103 415-431-1676 frankc@smw104jatc.org	N	0
56	<b>South Of Market Employment Center</b> 288 7th Street San Francisco, CA 94103 (415) 865-2105 ehernandez@missionhiringhall.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	<b>Chinese For Affirmative Action</b> 17 Walter U Lum Place San Francisco, CA 94108 415-274-6750 info@caasf.org	N	0
58	<b>PEP Jobs</b> Castro & Duboce Street San Francisco, CA (415) 600-4875 postt@sutterhealth.org	N	0
59	<b>CYC, aka Youth and Employment Training Project</b> 319 6th Avenue, Suite 201 San Francisco, CA 94107 415-752-9675 employment@cycsf.org cyc@cycsf.org	N	0
60	<b>Cypress Mandela - Women in Skilled Trades, Oakland Private Industry Council</b> 2229 Poplar Street Oakland, CA 94607 510-208-7355 artshanks@yahoo.com	N	0
61	<b>Laney College DSPS Workability III Program</b> Disabled Students Programs & Services (DSPS) Oakland, CA 94720 harvest33@yahoo.com	N	0
62	<b>Tradeswomen, Inc</b> 1433 Webster Street Oakland, CA 94612 510-891-8773 meg@tradeswomen.org	N	0
63	<b>Center For Independent Living (CIL)</b> 3075 Adeline Street (Ed Roberts Campus) Berkeley, CA 94703 510-841-4776 info@cilberkeley.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	<b>Project Hired</b> 1401 Parkmoor Avenue San Jose, CA 95126 408-557-4311 info@projecthired.org lesleyb@projecthired.org	N	0
65	<b>San Mateo Sheet Metal Training Center</b> 860 Hinckley Road Burlingame, CA 94010 650-652-9638 kevinl@smw104.org	N	0
66	<b>Arriba Juntos</b> 1850 Mission Street San Francisco, CA 94103 (415) 487-3245 dahumaba@arribajuntos.org	N	0
67	<b>CHADD</b> 369 Santa Paula San Leandro, CA 94579 kelly@chaddnorcal.org	N	0
68	<b>VA Health Care</b> 795 Willow Road, MS 116B2 Menlo Park, CA 94025 650-493-5000 priscilla.azcueta@va.gov	N	0
69	<b>San Francisco Labor Council</b> 1188 Franklin Street San Francisco, CA 94109 tom@sflaborcouncil.org	N	0
70	<b>Chinatown One Stop Career Center</b> 601 Jackson Street San Francisco, CA 94133 415-677-7500 stephenkc@selfhelpelderly.org	N	0
71	<b>Western Addition Neighborhood Access Point</b> 1449 Webster Street San Francisco, CA 94115 415-549-7000 lprice@successcentersf.org	N	0



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72	<b>Dept. of Veterans Affairs â VBA</b> 1301 Clay Street, Room 1200N Oakland, CA 94612 510-637-6393 nicole.green3@va.gov	N	0
73	<b>Work For Warriors (CA Military Department)</b> 385 River Oaks Parkway, #1033 San Jose, CA 95134 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0
74	<b>Career Actions Network - St. Isidore of Danville</b> Danville, CA 925-525-0272 floarie@mercatormed.com	N	0
75	<b>Jewish Employment Network - JVS</b> 225 Bush Street, Suite 400 San Francisco, CA 94104 415-782-6225 amarkowitz@jvs.org info@jvs.org	N	0
76	<b>Job Networking Ministry - Christ of the King Parish</b> Pleasant Hill, CA godsaves@comcast.net	N	0
77	<b>The Job Forum - San Francisco Chamber of Commerce</b> San Francisco, CA 415-392-4520 joanne@jgauerbach.com	N	0
78	<b>Trinity Presbyterian Church</b> San Carlos, CA 650-209-5775 f.miltenberger@comcast.net	N	0
79	<b>International Rescue Committee</b> 440 Grand Avenue Oakland, CA 94610 510-452-8222 mitchell.margolis@rescue.org rakiya.witwer@rescue.org	N	0

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80	<b>UC Berkeley Career Center</b> 2440 Bancroft Way Berkeley, CA 94704 <a href="mailto:employers@berkeley.edu">employers@berkeley.edu</a>	N	0
81	<b>Office of Economic and Workforce Development</b> 1 South Van Ness Avenue, 5th Floor San Francisco, CA 94103 415-701-4848 <a href="mailto:orrian.willis@sfgov.org">orrian.willis@sfgov.org</a>	N	0
82	<b>Lao Family Community Development Inc.</b> 1551 23rd Avenue Oakland, CA 94606 510-533-8850 <a href="mailto:info@lafd.org">info@lafd.org</a>	N	0
83	<b>Sprinkler Fitters Apprenticeship Training Center</b> 2531 Barrington Cour Hayward, CA 94545 (510) 782-9483 <a href="mailto:Linda@sprinklerfitters483.org">Linda@sprinklerfitters483.org</a>	N	0
84	<b>Bay Area Counties Roofing/Waterproofing Apprenticeship Program</b> 1661 20th Street Oakland, CA 94607 510-628-3650 <a href="mailto:jose@rwprogram.com">jose@rwprogram.com</a>	N	0
85	<b>Swords to Plowshares - Oakland</b> Oakland, CA <a href="mailto:jessie.xenakis@stp-sf.org">jessie.xenakis@stp-sf.org</a> <a href="mailto:sarah.wong@stp-sf.org">sarah.wong@stp-sf.org</a>	N	0
86	<b>Lutheran Services in America Disability Network - Southern California</b> 988 Oak Grove Road Concord, CA 94518 (909) 866-2792 <a href="mailto:maria.dillon-owens@lsssc.org">maria.dillon-owens@lsssc.org</a>	N	0
87	<b>Lions Center for the Blind</b> 1722 Broadway Street Oakland, CA 94612 510-654-1580 <a href="mailto:caleb@lbcenter.org">caleb@lbcenter.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
88	<b>Veterans Resource Centers of America/Next Step</b> 795 Willow Road, Bldg.348 Menlo Park, CA 94025 650-566-0240 abrooks@vetsresource.org lmoody@vetsresource.org	N	0
89	<b>Job Connections - Community Presbyterian Church</b> 222 W. El Pintado Road Danville, CA 94526 925-552-7972 dean@jobconnections.org	N	0
90	<b>SFSU Student Involvement &amp; Career Center</b> 1600 Holloway Avenue San Francisco, CA 94132 huangca@sfsu.edu	N	0
91	<b>46 No Cal Counties Drywall/Lathing Apprenticeship</b> 23217 Kidder Street Hayward, CA 94545 (888) 315-3098 dlawrence@drywall-lathing.com	N	0
92	<b>Alameda One Stop Career Center</b> 555 Ralph Appezato Memorial Parkway Alameda, CA 94501 510-748-2208 joverall@kra.com kcvanagh@peralta.edu	N	0
93	<b>Alameda One-Stop Career Center</b> 555 Ralph Appezato Memorial Parkway P Alameda, CA 94501 (510) 748-2208 <u>lsilva@peralta.edu</u> sbradshaw@peralta.edu	N	0
94	<b>Alameda/Contra Costa Sheet Metal Training Center</b> 1700 Marina Boulevard San Leandro, CA 94577 (510) 483-9035 keithd@smw104jatc.org	N	0
95	<b>ASSETS Senior Employment Opportunities Program</b> 150 Frank H. Ogawa Plaza Oakland, CA 94612 mwatkins@oaklandnet.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
96	<b>Buckelew Employment Services</b> 900 Fifth Avenue, Suite 150 San Rafael, CA kelleys@buckelew.org	N	0
97	<b>California Department of Rehabilitation - Oakland District</b> 1515 Clay Street, Suite 119 Oakland, CA 94612 (925) 602-3953 chighland@dor.ca.gov	N	0
98	<b>California Department of Rehabilitation - San Francisco District</b> 455 Golden Gate Avenue, Suite 7727 San Francisco, CA 94102 (415) 802-2330 Theresa.woo@dor.ca.gov	N	0
99	<b>Eastbay Works Access Career Center</b> 24100 Amador Street Hayward, CA 94544 (510) 748-2208 jyork@acgov.org	N	0
100	<b>Employment &amp; Career Services Center - Chabot College</b> 25555 Hesperian Boulevard, Room 2325, Bldg. 2300 Hayward, CA 94545 (510) 723-7228 gshimada@chabotcollege.edu	N	0
101	<b>Filipino Advocates for Justice, aka Filipinos For Affirmative Action</b> 310 8th Street, Suite 308 Oakland, CA 94607 lgaledo@filipinosaction.org	N	0
102	<b>Glide Memorial Church</b> 330 Ellis Street San Francisco, CA 94102 (415) 674-6000 info@glide.org	N	0
103	<b>Goodwill Industries of the Greater East Bay, Inc</b> 1301 30th Avenue Oakland, CA 94601 (510) 698-7200 info@eastbaygoodwill.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
104	<b>Lutheran Social Services of Northern California</b> 1465 Civic Court, Building D, Suite 810 Concord, CA 94520 (925) 825-1060 Development@lssnorcal.org	N	0
105	<b>Marin Employment Connection, aka Marin County Office of Employment &amp; Training</b> 120 North Redwood Drive, East Wing San Rafael, CA 94903 (415) 473-3300 cgunselman@co.marin.ca.us info@marinemployment.org	N	0
106	<b>National MS Society</b> 1700 Ownes Street, Suite190 San Francisco, CA 94158 (415) 230-6677 stewart.ferry@nmss.org	N	0
107	<b>Oakland Public Library</b> 125 14th Street Oakland, CA 94612 bboies@oaklandlibrary.org	N	0
108	<b>Oakland Workforce Investment Board, aka Workforce Development Collaborative</b> 250 Frank H Ogawa Plaza, Suite 3315 Oakland, CA 94612 (510) 238-3627 jbailey@oaklandnet.com	N	0
109	<b>Peninsula Works Daly City, aka California Employment Development Dept - San Mateo Cty</b> 271 92nd Street Daly City, CA 94015 (650) 301-8440 vslopez@co.sanmateo.ca.us	N	0
110	<b>Solano Employment Connection (part of CA Employment Development Department Partners)</b> 1440 Marin Street Vallejo, CA 94590 (707) 649-3604 SECinfo@solanowib.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
111	<b>SSA Eastmont Career Center, aka Oakland East One-Stop</b> 7200 Bancroft Avenue, Suite 140 Oakland, CA 94605 (510) 568-8349 dhamilto@edd.ca.gov	N	0
112	<b>Swords To Plowshares</b> 1060 Howard Street San Francisco, CA 94103 (415) 252-4788	N	0
113	<b>The Unity Council (Formerly Spanish Speaking Unity Council)</b> 1900 Frutivale Avenue, Suite 2A Oakland, CA 94601 (510) 535-6900 510-535-6101 <a href="mailto:rdemerin@unitycouncil.org">rdemerin@unitycouncil.org</a> <a href="mailto:careercenter@unitycouncil.org">careercenter@unitycouncil.org</a>	N	0
114	<b>The Veterans Health Research Institute</b> 4150 Clement Street, 151NC San Francisco, CA 94121 <a href="mailto:Jennifer.Chen@ncire.org">Jennifer.Chen@ncire.org</a>	N	0
115	<b>United Indian Nations, Inc</b> 1436 Clarke Street, Suite B San Leandro, CA 94577 (510) 352-4510 <a href="mailto:info@uin.net">info@uin.net</a> <a href="mailto:elsie@uin.net">elsie@uin.net</a>	N	0
116	<b>Veterans Representative Workforce Services, EDD</b> 24100 Amador Street, 3rd Floor Hayward, CA 94544 <a href="mailto:Patrick.Keenan@edd.ca.gov">Patrick.Keenan@edd.ca.gov</a>	N	0
117	<b>Young Community Developers, Inc</b> 1715 Yosemite Avenue San Francisco, CA 94124 (415) 822-3491 <a href="mailto:mprentice@ycdjobs.org">mprentice@ycdjobs.org</a> <a href="mailto:youngcommunitydevelopers@gmail.com">youngcommunitydevelopers@gmail.com</a>	N	0

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118	<b>Wounded Warrior Project</b> KY 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
119	<b>Berkeley Adult School</b> 1701 San Pablo Avenue 510-644-6630 BASinfo@berkeley.net	N	0
120	<b>San Francisco Joint Apprenticeship &amp; Training Committee (SFJATC)</b> 4056 Mission Street 4155872500 pchursin@sfjatc.com	N	0
121	<b>RAMS Hire-Ability</b> 1234 Indiana Street San Francisco, CA 94107 215-587-3080 bchen@hire-ability.org	N	0
122	<b>San Mateo Sheet Metal Training Center</b> 860 Hinckley Road 6506529638 Kevinl@smw104jatc.org	N	0
123	<b>Worksource Pierce County</b> 2121 S. State Street, Suite 300 2535937364 MKenny@esd.wa.gov	N	0
124	<b>Foothill College Veterinary Technology</b> 12345 El Monte Road 650-949-7818 stonge-coleshaelyn@fhda.edu	N	0
125	<b>Goodwill Comprehensive Job Center</b> 750 Post Street 415-575-4570 careerservicesinfo@sfgoodwill.org rscott@sfgoodwill.org	N	0
126	<b>West Oakland Neighborhood Career Center</b> 1801 Adeline Street 510-419-0392 gdavis@oaklandpic.org mayrar@oaklandpic.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
127	Bay Area's 24th Annual Diversity Employment Day	N	3
			26



**KGO (AM), KNBR (AM), KNBR-FM, KSAN (FM) & KSFO (AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 – July 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding Diversity, Equity, and Inclusion	On August 10, 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>Privilege &amp; Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
<b>2</b>	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.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	On December 7, 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 &amp; 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Participate in Job Fair	<p>On February 7, 2024, our SEU's Promotion Director and Promotions Assistant attended the Bay Area's 24th Annual Diversity Employment Day. This event brings the Bay Area's major employers together with thousands of diverse professionals. The goal of those involved in this event was to recruit, promote, and reaffirm their commitment to diversity in the workplace. Also represented at this event were professional organizations comprised of diverse and multi-ethnic residents. Our Station representatives spoke with interested attendees about the company, career opportunities in broadcasting, and job openings at the SEU.</p>
5	Participate in Job Fair	<p>On April 10, 2024, our SEU's Sales Assistant and Promotions Assistant attended San Francisco's 24th Annual Diversity Employment Day. This event brings Greater San Francisco's major employers together with thousands of diverse professionals. The goal of those involved in this event was to recruit, promote, and reaffirm their commitment to diversity in the workplace. Also represented at this event were professional organizations comprised of diverse and multi-ethnic residents. Our Station representatives spoke with interested attendees about the company, career opportunities in broadcasting, and job openings at the SEU.</p>
6	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	<p>On March 1, 2024, the SEU's Assistant Program Director hosted a group of students from the Cathedral School for Boys for Career Day. The group was given a tour of the studios and provided with an overview of what a career in broadcasting may look like. The Assistant Program Director and On-Air Personalities were available to answer follow-up questions about opportunities in the industry.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	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</i> and <i>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.
8	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.
9	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, <b>Managing through the Lens of Inclusion</b> . 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Management-level training regarding Diversity, Equity, and Inclusion	<p>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 <b>Managing through the Lens of Inclusion</b> 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.</p>
11	Participate in Job Fair	<p>On June 26, 2024, our SEU’s Promotions Assistant and Sales Assistant attended Silicon Valley’s 24th Annual Diversity Employment Day. This event brings Silicon Valley’s major employers together with thousands of diverse professionals. The goal of those involved in this event was to recruit, promote, and reaffirm their commitment to diversity in the workplace. Also represented at this event were professional organizations comprised of diverse and multi-ethnic residents. Our Station representatives spoke with interested attendees about the company, career opportunities in broadcasting, and job openings at the SEU.</p>