

KGO(AM), KNBR(AM), KNBR-FM, KSAN(FM), KSFO(AM), KTCT(AM)
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022

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 Hires
Afternoon Show Producer	1-29; 32-81	1
On Air Personality	1-29; 32-81	1
Account Executive	1-29; 32-81	1
Account Executive	1-29; 32-81	1
Director of Operations and Administration	1-29; 32-81	1
National Sales Coordinator	1-29; 32-81	8
Video Producer	1-29; 32-81	8
Administrative Assistant	1-29; 32-81	1
Outside Account Executive	1-29; 32-81	1
Continuity Coordinator	1-29; 32-81	1
Broadcast Engineer	1-29; 32-81	1
Account Executive	1-29; 32-81	1
Writer/Web Producer	1-29; 32-81	1
Full-Time Morning Board Op/Producer/Host	1-29; 32-81	31

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	41
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	6
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	0
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 Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	0
31	Internal Transfer/Promotion	N	1
32	Office of Economic and Workforce Development 1 South Van Ness Avenue, 5th Floor 415-701-4848 orrian.willis@sfgov.org	N	0
33	UC Berkeley Career Center 2440 Bancroft Way employers@berkeley.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	International Rescue Committee 440 Grand Avenue 510-452-8222 mitchell.margolis@rescue.org rakiya.witwer@rescue.org	N	0
35	Trinity Presbyterian Church 650-209-5775 f.miltenberger@comcast.net	N	0
36	The Job Forum - San Francisco Chamber of Commerce 415-392-4520 joanne@jgauerbach.com	N	0
37	Job Networking Ministry Christ of the King Parish godsaves@comcast.net	N	0
38	Jewish Employment Network - JVS 225 Bush Street, Suite 400 415-782-6225 amarkowitz@jvs.org info@jvs.org	N	0
39	Career Actions Network St. Isidore of Danville Religious One-Stop Career Center 925-525-0272 tloarie@mercatormed.com	N	0
40	Work For Warriors (CA Military Department) Veterans Center Education 385 River Oaks Parkway, #1033 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0
41	Dept. of Veterans Affairs VBA One-Stop Career Center 1301 Clay Street, RM 1200N 510-637-6393 nicole.green3@va.gov	N	0
42	Western Addition Neighborhood Access Point One-Stop Career Center 1449 Webster Street 415-549-7000 lprice@successcentersf.org	N	0
43	Chinatown One Stop Career Center 601 Jackson Street 415-677-7500 stephenkc@selfhelpelderly.org	N	0
44	San Francisco Labor Council Vocational Rehab Disability 1188 Franklin Street tom@sflaborcouncil.org	N	0

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45	VA Health Care Veterans Center 795 Willow Road, MS 116B2 650-493-5000 priscilla.azcueta@va.gov	N	0
46	CHADD 369 Santa Paula kelly@chaddnorcal.org	N	0
47	Arriba Juntos 1850 Mission Street (415) 487-3245 dahumaba@arribajuntos.org	N	0
48	San Mateo Sheet Metal Training Center 860 Hinckley Road 650-652-9638 kevinl@smw104.org	N	0
49	Project Hired 1401 Parkmoor Avenue 408-557-4311 lesleyb@projecthired.org	N	0
50	Center For Independent Living (CIL) 3075 Adeline Street (Ed Roberts Campus) 510-841-4776 info@cilberkeley.org	N	0
51	Tradeswomen, Inc Women's Services 1433 Webster Street 510-891-8773 meg@tradeswomen.org	N	0
52	Laney College DSPS Workability III Program (DSPS) harvest33@yahoo.com	N	0
53	Cypress Mandela - Women In Skilled Trades 2229 Poplar Street 510-208-7355 artshanks@yahoo.com "	N	0
54	CYC, aka Youth And Employment Training Project 319 6th Avenue, Suite 201 415-752-9675 employment@cycsf.org cyc@cycsf.org	N	0
55	PEP Jobs Castro & Duboce Street (415) 600-4875 postt@sutterhealth.org	N	0
56	Chinese For Affirmative Action 17 Walter U Lum Place 415-274-6750 info@caasf.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	South Of Market Employment Center 288 7th Street (415) 865-2105 ehernandez@missionhiringhall.org	N	0
58	San Francisco Sheet Metal Training Center, Bay Area Chapter SMACNA 1939 Market Street 415-431-1676 frankc@smw104jatc.org	N	0
59	UA Local 38 Apprenticeship Training Program 1621 Market Street (415) 626-2000 ljmazzola@ualocal38.org local38@ualocal38.org	N	0
60	Asian Neighborhood Design, Employment and Training Center 1245 Howard Street (415) 575-0423 jbrewster@andnet.org	N	0
61	Expandability 1150 S Bascom Avenue, # 7A 408-278-2000 karen@expandability.org	N	0
62	Lighthouse San Francisco 214 Van Ness Ave 415-431-1481 kwilliams@lighthouse-sf.org	N	0
63	Homeless to Independence - California Vocational Rehab californiahti@homelesstoindpendence.org	N	0
64	Goodwill Development Oakland 1301 30th Avenue 510-698-7200 vanderson@eastbaygoodwill.org	N	0
65	SER-Jobs For Progress, Inc. 4700 North River Road 951-296-2929 felix.ramirez48@yahoo.com	N	0
66	Veterans First Diversity - Veterans Center 1540 East Edinger Avenue 714-322-8789 jeff@veteransfirstoc.org 04/08/2022	N	0
67	JobTrain-Vocational Training Center 1200 O'Brien Drive (650) 330-6532 ravelar@jobtrainworks.org	N	0
68	Marin Employment Connections Career Resource Center One-Stop Career Center 120 N. Redwood Rd Henry.Palmer@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
69	California Dept. of Rehabilitation Vocational Rehab 721 Capitol Mall 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0
70	Comprehensive Access Point 1500 Mission Street at 11th 415-575-4570 iperez@sfgoodwill.org	N	0
71	Merritt College One Stop Career Center 12500 Campus Drive, Building R 510-436-2637 hgraham@peralta.edu	N	0
72	EDD Workforce Service One-Stop Career Center 801 Turk Street 415-749-7503 dtam@edd.ca.gov jenny.carreno@edd.ca.gov	N	0
73	San Francisco City College One-Stop Career Center 1800 Oakdale Avenue 415-970-7762 Edwin.Florentino@sfgov.org	N	0
74	Solano Employment Connection One-Stop Career Center 1440 Marin Street 707-649-3604 ava.jones-mooring@edd.ca.gov richard.wright@edd.ca.gov	N	0
75	Mark Sanders AJCC One-Stop Career Center 2901 50th Street 916-227-1395 billy.thomas@edd.ca.gov ckatalba@edd.ca.gov	N	0
76	Eastbay Works Richmond WORKS Veterans Center One-Stop Career Center 330 -25th Street 510-307-8014 adam.mcclure@edd.ca.gov jholley@richmondworks.org	N	0
77	AJCC - Oakland (Oakland Airport Corporation Center) One-Stop Career Center 7677 Oakport Road 510-545-0500 ivan.roena@edd.ca.gov robert.mccockran@edd.ca.gov	N	0
78	Berkeley One Stop Career Center / America`s Job Center of California One-Stop Career Center 1701 San Pablo Avenue 510-644-6630 nford@peralta.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
79	Eden Area Multiservice Center One-Stop Career Center 24100 Amador Street, 3rd Fl 510-670-5700 patrick.keenan@edd.ca.gov	N	0
80	America's Job Center of California - EASTBAY Works 2300 El Portal Drive, Suite B 510-412-6740 kwilliams-soares@ehsd.cccounty.us	N	0
81	Career Link Center - Mission Center One-Stop Career Center 3120 Mission Street 415-401-4800 iperez@sfgoodwill.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.