

**KSFO (AM), KNBR (AM), KNBR-FM, KSAN (FM), KZAC (AM)
& KTCT (AM)
EEO PUBLIC FILE REPORT
August 1, 2024 – July 31, 2025**

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 – 10, 81	81

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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	4
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	0
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	Disabled Person www.disAbledperson.com	N	0
20	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
21	Hire Black www.hireblack.com	N	0
22	African American Job Search www.africanamericanjobsearch.com	N	0
23	Asian Job Search www.asianjobsearch.com	N	0
24	Disabled Job Seekers www.disabledjobseekers.com	N	0
25	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
26	LGBT Job Search www.lgbtjobsearch.com	N	0
27	Seniors to Work www.seniorstowork.com	N	0
28	US Diversity Job Search www.usdiversityjobsearch.com	N	0
29	Veteran Job Center www.veteranjobcenter.com	N	0
30	American Job Center -Vallejo 1440 Marin Street Vallejo, CA 94590 707-648-4024 Joseph.snell@edd.ca.gov	N	0
31	Merritt College One Stop Career Center 12500 Campus Drive, Building R Oakland, CA 94619 510-436-2637 hgraham@peralta.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	California Dept. of Rehabilitation 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0
33	JobTrain-Vocational Training Center 1200 O'Brien Drive Menlo Park, CA 94025 (650) 330-6532 ravelar@jobtrainworks.org	N	0
34	Asian Neighborhood Design, Employment and Training Center 1245 Howard Street San Francisco, CA 94103 (415) 575-0423 jbrewster@andnet.org	N	0
35	UA Local 38 Apprenticeship Training Program 1621 Market Street San Francisco, CA 94103 (415) 626-2000 ljmazzola@ualocal38.org local38@ualocal38.org	N	0
36	San Francisco Sheet Metal Training Center, Bay Area Chapter SMACNA 1939 Market Street San Francisco, CA 94103 415-431-1676 frankc@smw104jadc.org	N	0
37	South of Market Employment Center 288 7th Street San Francisco, CA 94103 (415) 865-2105 ehernandez@missionhiringhall.org	N	0
38	Chinese for Affirmative Action 17 Walter U Lum Place San Francisco, CA 94108 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
39	PEP Jobs Castro & Duboce Street San Francisco, CA (415) 600-4875 postt@sutterhealth.org	N	0
40	CYC, aka Youth and Employment Training Project 319 6th Avenue, Suite 201 San Francisco, CA 94107 415-752-9675 employment@cycsf.org cyc@cycsf.org	N	0
41	Cypress Mandela - Women in Skilled Trades, Oakland Private Industry Council 2229 Poplar Street Oakland, CA 94607 510-208-7355 artshanks@yahoo.com	N	0
42	Project Hired 1401 Parkmoor Avenue San Jose, CA 95126 408-557-4311 info@projecthired.org lesleyb@projecthired.org	N	0
43	San Mateo Sheet Metal Training Center 860 Hinckley Road Burlingame, CA 94010 650-652-9638 kevinl@smw104.org	N	0
44	Arriba Juntos 1850 Mission Street San Francisco, CA 94103 (415) 487-3245 dahumaba@arribajuntos.org	N	0
45	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
46	International Rescue Committee 440 Grand Avenue Oakland, CA 94610 510-452-8222 mitchell.margolis@rescue.org rakiya.witwer@rescue.org	N	0
47	Sprinkler Fitters Apprenticeship Training Center 2531 Barrington Court Hayward, CA 94545 (510) 782-9483 Linda@sprinklerfitters483.org	N	0
48	Bay Area Counties Roofing/Waterproofing Apprenticeship Program 1661 20th Street Oakland, CA 94607 510-628-3650 jose@rwprogram.com	N	0
49	Lutheran Services in America Disability Network - Southern California 988 Oak Grove Road Concord, CA 94518 (909) 866-2792 maria.dillon-owens@lsssc.org	N	0
50	Job Connections - Community Presbyterian Church 222 W. El Pintado Road Danville, CA 94526 925-552-7972 dean@jobconnections.org	N	0
51	46 No Cal Counties Drywall/Lathing Apprenticeship 23217 Kidder Street Hayward, CA 94545 (888) 315-3098 dlawrence@drywall-lathing.com	N	0
52	Alameda One-Stop Career Center 555 Ralph Appezato Memorial Parkway P Alameda, CA 94501 (510) 748-2208 lsilva@peralta.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Alameda/Contra Costa Sheet Metal Training Center 1700 Marina Boulevard San Leandro, CA 94577 (510) 483-9035 keithd@smw104jafc.org	N	0
54	California Department of Rehabilitation - Oakland District 1515 Clay Street, Suite 119 Oakland, CA 94612 (925) 602-3953 chighland@dor.ca.gov	N	0
55	California Department of Rehabilitation - San Francisco District 455 Golden Gate Avenue, Suite 7727 San Francisco, CA 94102 (415) 802-2330 Theresa.woo@dor.ca.gov	N	0
56	Eastbay Works Access Career Center 24100 Amador Street Hayward, CA 94544 (510) 748-2208 jyork@acgov.org	N	0
57	Employment & Career Services Center - Chabot College 25555 Hesperian Boulevard, Room 2325, Bldg. 2300 Hayward, CA 94545 (510) 723-7228 gshimada@chabotcollege.edu	N	0
58	Filipino Advocates for Justice, aka Filipinos for Affirmative Action 310 8th Street, Suite 308 Oakland, CA 94607 lgaledo@filipinosaction.org	N	0
59	Glide Memorial Church 330 Ellis Street San Francisco, CA 94102 (415) 674-6000 info@glide.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	Goodwill Industries of the Greater East Bay, Inc 1301 30th Avenue Oakland, CA 94601 (510) 698-7200 info@eastbaygoodwill.org	N	0
61	Lutheran Social Services of Northern California 1465 Civic Court, Building D, Suite 810 Concord, CA 94520 (925) 825-1060 Development@lssnorcal.org	N	0
62	Marin Employment Connection, aka Marin County Office of Employment & Training 120 North Redwood Drive, East Wing San Rafael, CA 94903 (415) 473-3300 cgunselman@co.marin.ca.us info@marinemployment.org	N	0
63	National MS Society 1700 Ownes Street, Suite190 San Francisco, CA 94158 (415) 230-6677 stewart.ferry@nmss.org	N	0
64	Oakland Public Library 125 14th Street Oakland, CA 94612 510-238-3134 bboies@oaklandlibrary.org	N	0
65	Oakland Workforce Investment Board, aka Workforce Development Collaborative 250 Frank H Ogawa Plaza, Suite 3315 Oakland, CA 94612 (510) 238-3627 jbailey@oaklandnet.com	N	0
66	Peninsula Works Daly City, aka California Employment Development Dept - San Mateo Cty 271 92nd Street Daly City, CA 94015 (650) 301-8440 vslopez@co.sanmateo.ca.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
67	Solano Employment Connection (part of CA Employment Development Department Partners) 1440 Marin Street Vallejo, CA 94590 (707) 649-3604 SECinfo@solanowib.org	N	0
68	SSA Eastmont Career Center, aka Oakland East One-Stop 7200 Bancroft Avenue, Suite 140 Oakland, CA 94605 (510) 568-8349 dhamilto@edd.ca.gov	N	0
69	The Unity Council (formerly Spanish speaking unity council) 1900 Frutivale Avenue, Suite 2A Oakland, CA 94601 (510) 535-6900 510-535-6101 rdemerin@unitycouncil.org careercenter@unitycouncil.org	N	0
70	The Veterans Health Research Institute 4150 Clement Street, 151NC San Francisco, CA 94121 Jennifer.Chen@ncire.org	N	0
71	United Indian Nations, Inc 1436 Clarke Street, Suite B San Leandro, CA 94577 (510) 352-4510 info@uin.net elsie@uin.net	N	0
72	Young Community Developers, Inc 1715 Yosemite Avenue San Francisco, CA 94124 (415) 822-3491 mprentice@ycdjobs.org youngcommunitydevelopers@gmail.com	N	0
73	Berkeley Adult School 1701 San Pablo Avenue Berkeley, CA 94702 510-644-6630 BASinfo@berkeley.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
74	San Francisco Joint Apprenticeship & Training Committee (SFJATC) 4056 Mission Street San Francisco, CA 94112 4155872500 pchursin@sfjatc.com	N	0
75	RAMS Hire-Ability 1234 Indiana Street San Francisco, CA 94107 215-587-3080 bchen@hire-ability.org	N	0
76	Worksource Pierce County 2121 S. State Street, Suite 300 Tacoma, WA 94802 2535937364 MKenny@esd.wa.gov	N	0
77	Foothill College Veterinary Technology 1unity2345 El Monte Road Los Altos Hills, CA 94022 650-949-7818 stonge-coleshaelyn@fhda.edu	N	0
78	Goodwill Comprehensive Job Center 750 Post Street San Francisco, CA 9410 415-575-4570 careerservicesinfo@sfgoodwill.org rscott@sfgoodwill.org	N	0
79	West Oakland Neighborhood Career Center 1801 Adeline Street Oakland, CA 94607 510-419-0392 gdavis@oaklandpic.org mayrar@oaklandpic.org	N	0
80	Chinese For Affirmative Action 17 Wakter U. Lum Place San Francisco, CA 94108 4152746750 info@caasf.org	N	0
81	Employee Referral	N	1
82	Internal Transfer/Promotion	N	0
			5

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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	Between August 12 th and August 23 rd , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s VP/Market Manager 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 VP, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Perpetuating Allyship ” and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do’s and don’ts about allyship.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made
5	Participate in Job Fair	On April 9, 2025, our SEU's Promotion Director and Promotions Assistant attended the San Francisco 25 th Annual Community and Diversity Employment Day. This event brought 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 members. Our SEU representatives spoke with interested attendees about the company, career opportunities in broadcasting, and job openings within the SEU.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, 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.

	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	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.