

KMJ(AM), KMJ(FM), KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
June 4, 2018 – July 31, 2018¹

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
No Full-Time Positions Were Filled During this Reporting Period.		

¹ On June 1, 2018, the Commission approved the major change application transferring all of the stations licensed to Cumulus Media, Inc.’s subsidiary licensees to a reorganized Cumulus Media Inc. entity (BTC-20180322ABI, *et al.*). See *Cumulus Media, Inc., Debtor-in-Possession Seeks Approval to Transfer Control of and Assign FCC Authorizations and Licenses, et al., Memorandum Opinion and Order*, DA 18-568. On June 4, 2018, the reorganized Cumulus Media Inc. consummated this transfer, and, as a result, this new entity controls the stations in the Fresno, California market.

Accordingly, the current licensee of the stations in the Fresno, California station employment unit can only demonstrate compliance for the period from June 4, 2018 until July 31, 2018 for its 2018 EEO reporting period. During this period, there were no full-time hires, which is reflected in the attached 2018 EEO Public File Report. This Report was revised in June 2020 to address reporting issues.

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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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 June, 2018, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.
2	Mentoring Program	Our SEU conducts an on-going Sales Mentoring Program for all new Account Executives (“AE”). Each new AE is assigned a senior AE or Manager as its mentor. Each Mentor assists its AE with job training and goal setting and provides information about key station departments and personnel. The AE receives constructive feedback from its Mentor on a daily basis. One AE participated in this Program during this reporting period.