

**KMJ(AM); KMJ-FM; KSKS(FM); KMGV(FM); KWYE(FM)**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Manager	1-29; 33-49	10
Account Executive	1-29; 33-49	1
Sales Assistant	1-29; 33-49	1
Account Executive	1-29; 33-49	1
Account Executive	1-29; 32-49	32

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	6
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	0
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	1
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

<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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
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 Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.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	0
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	1
33	<b>Work For Warriors</b> ( <i>CA Military Department</i> ) 385 River Oaks Parkway, #1033 San Jose, CA 95134 916-245-0582 <a href="mailto:jason.m.cameron.ctr@mail.mil">jason.m.cameron.ctr@mail.mil</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>
34	<b>CSU Fresno Foundation</b> 5240 N. Jackson Fresno, CA 93730 559-278-0131 lquinto@csufresno.edu	N	0
35	<b>Ser-Jobs for Progress</b> Fresno, CA 559-452-0881 peggyhendibles@hotmail.com	N	0
36	<b>Homeless to Independence - California</b> californiahti@homelesstoindpendence.org	N	0
37	<b>California State Department of Rehabilitation Fresno</b> 2550 Mariposa Mall, Room 2000 Fresno, CA 93721 nancy.martinez@dor.ca.gov	N	0
38	<b>SER-Jobs For Progress, Inc.</b> 4700 North River Road Ocean Side, CA 92057 951-296-2929 felix.ramirez48@yahoo.com	N	0
39	<b>Veterans First</b> 1540 East Edinger Avenue Santa Ana, CA 92705 714-322-8789 jeff@veteransfirstoc.org	N	0
40	<b>Workforce Connection - Manchester Center Mall</b> 3302 N. Blackstone Avenue, Ste.155 Fresno, CA 93726 559-230-3600 karina.blancas@edd.ca.gov	N	0
41	<b>California Dept. of Rehabilitation</b> 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	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>
42	<b>Fresno - West - Workforce Services Office West California</b> 2555 S. Elm Street Fresno, CA 93706 559-445-5249 ricardo.gonzalez@edd.ca.gov samuel.duran@edd.ca.gov	N	0
43	<b>Workforce Connection - Reedley</b> 1680 East Manning Reedley, CA 93654 559-637-2444 crye@workforce-connection.com	N	0
44	<b>Dinuba Employment Connection One-Stop Center</b> 400 W Tulare Avenue Dinuba, CA 93618 silvia@proteusinc.org	N	0
45	<b>Proteus Inc., Visalia Services Center</b> 224 NW 3rd Street Visalia, CA 93291 559-627-0100 jesusg@proteusinc.org	N	0
46	<b>Madera County Workforce Assistance Center</b> 2037 West Cleveland Avenue Madera, CA 93637 559-662-4500 jespinosa@maderaworkforce.org mlovell@maderaworkforce.org	N	0
47	<b>Kings County One-Stop Job Center</b> 124 N. Irwin Street Hanford, CA 93230 559-788-1400 Jessica.Rangel@edd.ca.gov robert.avina@co.kings.ca.us	N	0
48	<b>Tulare Family Resource Center</b> 304 East Tulare Avenue Tulare, CA 93274 559-684-1987 shelley.jensen@dor.ca.gov	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>
49	<b>Tulare County Employment Connection</b> 4025 W. Noble Avenue, Suite A Visalia, CA 93277 559-713-5000 chuck.gunsolus@cset.org juan.vasquez@edd.ca.gov	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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.
<b>2</b>	Host Job Fair	On August 25, 2021, our SEU hosted the Central Valley Career Fair, which took place at the Sierra Vista Mall in Fresno, CA. Our SEU secured the space, solicited local employers, organized all the logistical aspects of the event and promoted the event over the air on one or more SEU stations. Our SEU also participated as a local employer. Our Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
<b>3</b>	Host Job Fair	On October 27, 2021, our SEU hosted the Central Valley Career Fair, which took place at the Sierra Vista Mall in Fresno, CA. Our SEU secured the space, solicited local employers, organized all the logistical aspects of the event and promoted the event over the air on one or more SEU stations. Our SEU also participated as a local employer. Our Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
<b>4</b>	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>5</b>	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.
<b>6</b>	Host Job Fair	On March 16, 2022, our SEU hosted the Central Valley Career Fair, which took place at the Sierra Vista Mall in Fresno, CA. Our SEU secured the space, solicited local employers, organized all the logistical aspects of the event and promoted the event over the air on one or more SEU stations. Our SEU also participated as a local employer. Our Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
<b>7</b>	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.
<b>8</b>	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.