

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period of August 1, 2012 through July 31, 2013.

1) Employment Unit Location/Name: Peak Broadcasting of Fresno Licenses, LLC .

2) Unit Members:

KMJ(AM), Fresno, California
KSKS(FM), Fresno, California
KMGV(FM), Fresno, California
KWYE(FM), Fresno, California
KMJ(FM), Fresno, California

3) EEO Contact Information for Employment Unit:

Mailing Address: Peak Broadcasting, LLC 1071 West Shaw Avenue Fresno, CA 93711	Telephone Number: 559-490-5814
	Contact Person: Jan Sansom
	E-mail Address: Jan.Sansom@PeakBroadcasting.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Internet Posting: Craigslist.com
2. Account Executive	Internal Posting: Employee Referral
3. Ag/Farm Show Broadcaster	Internal Posting: Employee Referral
4. Account Executive	Station Website: KSKS.com
5. Account Executive	Internal Posting: Employee Referral
6. News Reporter	Station Website: KMJNOW.com
7. News Reporter	Internet Posting: AllAccess.com
8. Account Executive	Internal Posting: Employee Referral

Stations KMJ(AM), KSKS(FM), KMGV(FM), KWYE(FM), and KMJ(FM) are Equal Opportunity Employers

5-1) Job Title: Account Executive

Referral Source(s) of Hire: Internet Posting:
Craigslist.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website submission only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Anne Adams	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 anne.adams@fresnocitycollege.edu	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 216-642-9232 (fax) gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.Com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.Com	Yes
Employment Development Department	Website Submission Only	3303 N. Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: Posted in both elevators (a common informational area for all employees) and at reception desk.	Michael Purcell Sales Manager	1071 West Shaw Avenue Fresno, California 93711	559-490-5805 phone 559-490-5838 fax michael.purcell@peakbroadcasting.com	No
Fresno Ad Federation	Erin Backowski	PO Box 3723 Clovis, CA 93613	559-916-4436 phone ebackowski@sbcglobal.net	No
Internet Posting	Website Submission Only		Craigslist.org.Fresno	No

5-2) Job Title: Account Executive

Referral Source(s) of Hiree: Internal Posting:
Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website submission only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Anne Adams	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 anne.adams@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelley	303 West Fresno St #202 Fresno, CA 93706	559-485-1273 phone 559-485-1276 fax keithkelley@fwced.org	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 216-642-9232 (fax) gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.Com	Yes
Employment Development Department	Website Submission Only	3303 N. Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Karen Franz Sales Manager	1071 West Shaw Avenue Fresno, California 93711	559-490-5818 phone 559-490-5838 fax michael.purcell@peakbroadcasting.com	No
Creative Fresno	Courtney	www.fresnopolis.com	559-9800 phone courtney@creativefresno.com	Yes
Fresno Ad Federation	Erin Backowski	PO Box 3723 Clovis, CA 93613	559-916-4436 phone ebackowski@sbcglobal.net	No
Clovis Adult Education	Keven Haddix	1453 David E. Cook Way Clovis, CA 93611	559-327-3800 phone 559-327-2889 fax kevenhaddix@csud.com	No
Women's Exchange	Sharon	172 N. Van Ness Fresno, CA 93701	559-233-7251 phone 559-233-9126 fax mtepperman@aol.com	No

5-3) Job Title: Ag/Farm Broadcaster

Referral Source(s) of Hire: Internal Posting:
Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website submission only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 phone 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Karin Collins	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 karin.collins@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelley	302 West Fresno St #212 Fresno, CA 93706	559-485-1273 phone 559-485-1276 fax keithkelley@fwced.org	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 216-642-9232 (fax) gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.com	Yes
Employment Development Department	Website submission only	3303 North Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Skip Essick Program Director	1071 West Shaw Avenue Fresno, California 93711	559-490-5812 phone skip.essick@peakbroadcasting.com	No
Creative Fresno	Courtney	www.fresnopolis.com	559-435-9800 phone courtney@creativefresno.com	Yes
California Broadcasters Association	Website submission only	916 L Street, Suite 1150 Sacramento, CA 95814	916-444-2237 phone www.cabroadcasters.org	No
TVandRadioJobs.com	Website submission only		TVandRadioJobs.com	No

5-4) Job Title: Account Executive

Referral Source(s) of Hire: Station Website: KSKS.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website submission only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 phone 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Karin Collins	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 karin.collins@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelley	302 West Fresno St #212 Fresno, CA 93706	559-485-1273 phone 559-485-1276 fax keithkelley@fwced.org	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 216-642-9232 (fax) gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.com	Yes
Employment Development Department	Website submission only	3303 North Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Karen Franz Sales Manager	1071 West Shaw Avenue Fresno, California 93711	559-490-5818 phone karen.franz@peakbroadcasting.com	No
Creative Fresno	Courtney	www.fresnopolis.com	559-435-9800 phone courtney@creativefresno.com	Yes
Fresno Ad Federation	Erin Backowski	PO Box 3723 Clovis, CA 93613	ebackowski@sbcglobal.net	No
Clovis Adult Education	Kevin Haddix	1453 David E. Cook Way Clovis, CA 93611	559-327-2800 phone 559-327-2880 fax kevenhaddix@cusd.com	No
Women's Exchange	Sharon	172 North Van Ness Fresno, CA 93701	559-233-7251 phone 559-233-9126 fax mtepperman@aol.com	No

5-5) Job Title: Account Executive

Referral Source(s) of Hiree: Internal Posting:
Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website Submission Only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 phone 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Karin Collins	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 karin.collins@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelley	302 West Fresno St. #212 Fresno, CA 93706	559-485-1273 phone 559-485-1275 fax keithkelley@fwced.org	
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 216-642-9232 (fax) gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.com	Yes
Employment Development Department	Website submission only	3303 North Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Karen Franz Sales manager	1071 West Shaw Avenue Fresno, California 93711	559-490-5818 phone 559-490-5838 fax karen.franz@peakbroadcasting.com	No
Creative Fresno	Courtney	www.fresnopolis.com	559-435-9800 courtney@creativefresno.com	Yes
Fresno Ad Federation	Erin Backowski	PO Box 3723 Clovis, CA 93613	559-916-4436 phone ebackowski@sbcglobal.net	No
Clovis Adult Education	Keven Haddix	1435 David E. Cook Way Clovis, CA 93611	559-327-2800 phone 559-327-2889 fax kevenhaddix@cusd.com	No
Women's Exchange	Sharon	172 N. Van Ness Fresno, CA 93701	559-233-7251 phone 559-233-9126 fax mtepperman@aol.com	No

5-6) Job Title: News Reporter

Referral Source (s) of Hire: Station Website:
KMJNOW.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website submission only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 phone 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Karin Collins	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 karen.collins@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelly	302 West Fresno St #212 Fresno, CA 93706	559-485-1273 phone 559-485-1276 fax keithkelley@fwced.org	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 phone 216-642-9232 fax gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.Com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.Com	Yes
Employment Development Department	Website submission only	3303 North Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Blake Taylor Assistant Program Director	1071 West Shaw Avenue Fresno, California 93711	559-490-6046 phone 559-490-5838 fax blake.taylor@peakbroadcasting.com	No
Creative Fresno	Courtney	Fresnopolis.org	559-435-9800 phone courtney@creativefresno.com	Yes
California Broadcasters Association	Website submission only	916 L Street, Suite 1150 Sacramento, CA 95814	559-916-2237 phone www.cabroadcasters.org	No
TVandRadioJobs.com	Website submission only		TVandRadioJobs.com	No
AllAccess.com	Website submission only		AllAccess.com	No

5-7) Job Title: News Reporter

Referral Source (s) of Hiree: Internet Posting:
AllAccess.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website submission only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 phone 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Karin Collins	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 karen.collins@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelly	302 West Fresno St #212 Fresno, CA 93706	559-485-1273 phone 559-485-1276 fax keithkelley@fwced.org	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 216-642-9232 (fax) gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 303-975-0386 placement.denver@beonair.Com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.Com	Yes
Employment Development Department	Website submission only	3303 North Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@swvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Blake Taylor Assistant Program Director	1071 West Shaw Avenue Fresno, California 93711	559-490-56046 phone 559-490-5838 fax blake.taylor@peakbroadcasting.com	No
Creative Fresno	Courtney	Fresnopolis.org	559-435-9800 phone courtney@creativefresno.com	Yes
California Broadcasters Association	Website submission only	916 L Street, Suite 1150 Sacramento, CA 95814	559-916-2237 phone www.cabroadcasters.org	No
TVandRadioJobs.com	Website submission only		TVandRadioJobs.com	No
AllAccess.com	Website submission only		AllAccess.com	No

5-8) Job Title: Account Executive

Referral Source(s) of Hiree: Internal Posting:
Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Contact Information:	Requested Notification? (Yes or No)
Bulldoglink.com	Website Submission Only	5150 N. Maple Avenue M/S JA61 Fresno, CA 93740	www.bulldoglink.com	Yes
Fresno City College	Phyllis Greenwood	1101 East University Avenue Fresno, CA 93741	559-442-8294 phone 559-442-4850 fax www.jobs.fresnocitycollege.edu	Yes
Fresno Institute of Technology	Amanda Nash	732 West Shaw Avenue Clovis, California 93612	559-326-1807 phone 559-326-4364 fax anash@it-email.com	Yes
University of Southern California	Megan H.	Website submission only	meganh@usc.edu	Yes
Heald College	Jena Torres	256 West Bullard Avenue Fresno, CA 93704	559-438-4222 jena_torres@heald.edu	Yes
Cal Works	Karin Collins	1526 East Weldon Avenue Fresno, CA 93704	559-442-8286 karin.collins@fresnocitycollege.edu	Yes
Fresno West Coalition	Keith Kelley	302 West Fresno St. #212 Fresno, CA 93706	559-485-1273 phone 559-485-1275 fax keithkelley@fwced.org	Yes
The Ohio Center for Broadcasting	Gary James	9001 Sweet Valley Drive Valley View, OH 44125	216-447-9117 phone 216-642-9232 fax gary@beonair.com	Yes
The Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd. Ste 100 Lakewood, Co 80214	303-937-7070 phone 303-975-0386 fax placement.denver@beonair.com	Yes
CentralValleyHelpWanted.com	Website submission only	1 Civic Center Plaza Ste 506 Poughkeepsie, NY 12601	800-365-8630 www.centralvalleyhelpwanted.com	Yes
Employment Development Department	Website submission only	3303 North Blackstone Ave. Fresno, CA 93741	www.caljobs.ca.gov	Yes
San Joaquin Valley College	Patti Gutierrez	295 East Sierra Avenue Fresno, CA 93710	559-448-8282 phone 559-439-8990 fax patricia.gutierrez@sjvc.edu	Yes
Peak Broadcasting Radio Station Websites	Tim Wall	1071 West Shaw Avenue Fresno, CA 93711	tim.wall@peakbroadcasting.com	No
Internal Bulletin Board Posting: posted in both elevators (a common informational area for all employees) and at reception desk.	Gina Massenzi Sales manager	1071 West Shaw Avenue Fresno, California 93711	559-490-5954 phone 559-490-5838 fax gina.massenzi@peakbroadcasting.com	No
Creative Fresno	Courtney	www.fresnopolis.com	559-435-9800 courtney@creativefresno.com	Yes
Fresno Ad Federation	Erin Backowski	PO Box 3723 Clovis, CA 93613	559-916-4436 phone ebackowski@sbcglobal.net	No
Clovis Adult Education	Keven Haddix	1435 David E. Cook Way Clovis, CA 93611	559-327-2800 phone 559-327-2889 fax kevenhaddix@cusd.com	No
Women's Exchange	Sharon	172 N. Van Ness Fresno, CA 93701	559-233-7251 phone 559-233-9126 fax mtepperman@aol.com	No

6) Total # of Interviewees Referred by Each Source: For the period from August 1, 2012 – July 31, 2013, this Employment Unit interviewed 33 interviewees for full time job vacancies. These interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Internal Bulletin Board Posting / Employee Referral	14
(2) Internal Bulletin Board Posting / Industry Referral	4
(3) Peak Broadcasting Websites	5
(4) Internet Posting / Craigslist.com	5
(5) Internet Posting / AllAccess.com	4
(6) Internship	1

7) Supplemental Recruitment Measures

(a) Participation in Career Events Sponsored by Educational Institutions

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Employment Unit Sales Manager gave a presentation to the Marketing class at Fresno Pacific University regarding sales and marketing careers within the Radio Broadcasting Industry.	November 1, 2012	Employment Unit Sales Manager
Employment Unit On-Air Talent gave a presentation to the students of Fowler High School at their Career Day during which he discussed career opportunities in programming side of the Radio Broadcasting Industry.	November 8, 2012	Employment Unit On-Air Talent
Employment Unit Account Executive gave a presentation to the students at Bullard High School during their Career Fair regarding sales and marketing job opportunities in radio.	January 28, 2013	Employment Unit Account Executive
Employment Account Executive and a Sales Associate from a local television station were invited to teach a marketing class at Fresno State University.	March 12, 2013	Employment Unit Account Executive
Employment Unit General Manager was the featured speaker at the 2013 Class of San Joaquin Political Academy.	March 19, 2013	Employment Unit General Manager
Employment Unit On-Air Talent spoke to students at Liberty High School regarding "behind the mic" careers in broadcasting.	March 20, 2013	Employment Unit On-Air Talent
Employment Unit General Sales Manager and Employment Unit Account Executive were keynote speakers at a career fair at Roosevelt High School during which they enlightened students regarding sales and marketing opportunities within the radio business.	March 22, 2013	Employment Unit General Sales Manager Employment Unit Account Executive
Employment Unit Account Executive was asked to judge mid-term marketing projects for the marketing class at Fresno State University	April 2, 2013	Employment Unit Account Executive
Employment Unit Account Executive was asked to critique and consult students at Washington Union High School on their projects regarding employment opportunities in broadcasting.	April 29, 2013	Employment Unit Account Executive
Employment Unit Talk Show Producer served as guest lecturer to the Government and History students at Central East High School regarding the role of Media in Politics.	May 16, 2013 and May 17, 2013	Employment Unit Talk Show Producer
Employment Unit Account Executive and Employment Unit On-Air Talent represented the sales and programming aspects of the radio business.	June 7, 2013	Employment Unit Account Executive Employment Unit On-Air Talent
Employment Unit Account Executive devoted a various amount of hours, per month, between September of 2012 and May of 2013, to mentor a Washington Union High School senior student in preparation for her senior project regarding careers in the Radio Broadcasting Industry	September, 2012 through May, 2013	Employment Unit Account Executive

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
KMJ(AM); KSKS(FM); KMGV(FM); KWYE(FM); and KMJ(FM) have made significant contributions to Peak Broadcasting's career websites, which contains information designed to inform the general public of current available positions, the numerous and varied career opportunities in the Broadcasting Industry and of the job skills necessary to compete for them.	All full-time job vacancies for which replacements were sought, have been placed on Employment Unit's websites between August 1, 2012 through July 31, 2013	Employment Unit Hiring Managers: General Manager Sales Managers Promotions Managers Program Directors Human Resources
Utilizing radio advertising on each of its five radio stations, the Employment Unit provides broad outreach in seeking the help of local Community Organizations in referring qualified applicants to our stations. Community organizations who wish to receive our vacancy information are encouraged to contact Peak Broadcasting's Human Resources Department and/or Stations' EEO Coordinator.	August 1, 2012 through July 31, 2013	Employment Unit's Human Resources Mgr. Employment Unit's EEO Coordinator
Employment Unit Talk Show Host addressed the Reedley Rotary Club discussing how radio broadcasting addresses and informs the public community about issues that have a direct impact on the local community.	February 14, 2013	Employment Unit Talk Show Host
The Employment Unit maintains an Internship Program in which students from Colleges and Universities can receive school credits for working in positions applicable to their courses. Seven students participated in the program during the reporting period; 1) a student from the Marketing Class at Fresno Pacific University interned during the Fall of 2012 semester in Employment Unit's Promotions Department; 2) a student from the Marketing Class at Fresno State University interned during the Fall of 2012 semester in Employment Unit's Programming Department on station KSKS; 3) a student from the Mass Communications and Journalism Class at Fresno State University interned during the Fall of 2012 semester in Employment Unit's Programming Department on station KMJ; 4) a student from Sierra High School interned during the Fall semester of 2012 with Employment Unit's Programming/Sports Department on station KMJ; 5) a student from the Marketing Class at Craig School of Business interned during the Fall of 2012 semester with Employment Unit's Sales Department on KSKS; 6) a student from the Mass Communication and Journalism Department at Fresno State University interned during the Spring semester of 2013 with Employment Unit's Sales Department on KSKS and 7) a student from the Mass Communication and Journalism Department at Fresno State University interned during the Spring of 2013 semester with Employment Unit's Programming Department on station KWYE.	August 1, 2012 through July 31, 2013	Employment Unit Program Directors Employment Unit Sales Managers Employment Unit Marketing Manager

Employment Unit personnel participated in a job fair sponsored by the Fresno County Department of Social Services. Attendees were presented with brochures detailing the diverse career opportunities within the radio industry. Also available to attendees were packages explaining Employment Unit's benefits packages, a list of available jobs and skills/experience necessary to apply and Employment Unit's applications for employment which state our policy regarding equal employment opportunities.	March 21, 2013	Employment Unit Human Resources Manager Employment Unit EEO Coordinator Employment Unit Account Executive
Peak Broadcasting's Employment Unit KMJ (AM) has established "The Roy Isom Scholarship in Agricultural Communications" foundation through California State University, Fresno and maintains a donation site on its website.	Established December 6, 2011 and is ongoing.	Employment Unit Program Director Employment Unit General Manager
Peak Broadcasting communicates its equal employment opportunity policy to all applicants.	August 1, 2012 through July 31, 2013	Employment Applications
The Employment Unit utilizes advertising on each of its five radio stations to recruit for job openings.	August 1, 2012 through December 30, 2012	Employment Unit Sales Managers
Employment Unit personnel provide tours of the radio stations to Boy and Girl Scout troops and other organizations wishing to learn more about radio broadcasting.	December 10, 2012 January 4, 2013 February 22, 2013 March 26, 2013 April 16, 2013	Employment Unit News Broadcaster Employment Unit Traffic Manager Employment Unit On-Air Talent Employment Unit Promotions Manager Employment Unit Account Executive

(c) Training of Management-Level Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Employment Unit Management-Level personnel met to define the responsibility of each level of management to ensure vigorous enforcement of Peak Broadcasting's policy of providing equal employment opportunities and the procedures the Employment Unit has established that are designed to prevent any sort of discriminatory hiring practices.	March 15, 2013	General Manager Sales Managers Program Directors Chief Engineer Market Controller Human Resources
Employment Unit General Manager met with Stations' Human Resources Manager and EEO Coordinator to review the program and the Employment Unit's related employment practices to ensure the program's effectiveness.	April 24, 2013	General Manager Human Resources Manager EEO Coordinator
Employment Unit EEO Coordinator and Employment Unit Human Resources Manager met to review recruitment sources and their effectiveness.	July 15, 2013	Employment Unit EEO Coordinator Employment Unit Human Resources Manager