

KMJ(AM), KMJ(FM), KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019

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
Account Executive	10-11, 25-31	25
Account Executive	10-11, 25-31	29
Assistant Business Manager	10-11, 25-31	29
Receptionist	10-11, 25-31	29
News Anchor	10-11, 25-31	29

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
1	Fresno State University Website Submission Only 5150 N Maple Ave Fresno, CA 93740 559-278-2381 www.employer.gradleaders.com	N	0
2	Fresno City College 1101 E University Ave Fresno, CA 93741 559-442-8294 Contact: Phyllis Greenwood www.jobs.fresnocitycollege.edu	N	0
3	Fresno Institute of Technology 732 W Shaw Clovis, CA 93612 Contact: Amanda Nash 559-326-1807 anash@it-email.com	N	0
4	University of Southern California Los Angeles, CA 90089 213-740-2311 Contact: Megan H. meganh@usc.edu	N	0
5	Cal Works 1526 E Weldon Fresno, CA 93704 Contact: Karen Collins 559-442-8286 Karin.collins@fresnocitycollege.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	The Ohio Center for Broadcasting 9001 Sweet Valley Drive Valley View, OH 44125 Contact: Don Clark dclark@beonair.com 216-447-9117	N	0
7	The Ohio Center for Broadcasting 1310 Wadsworth Blvd., Ste 100 Lakewood, Co 80214 Contact: Terry Cuff 303-937-7070 tcuff@beonair.com	N	0
8	Employment Development Department Website Submission Only 3303 N Blackstone Ave Fresno, CA 93741 www.caljobs.ca.gov	N	0
9	San Joaquin Valley College 295 E. Sierra Ave Fresno, CA 93710 Contact: Patti Gutierrez Patricia.gutierrez@sjvc.edu 559-448-8282	N	0
10	Station Website Postings (<i>all SEU stations</i>)	N	0
11	Cumulus Business Managers BM@cumulus.com	N	0
12	Fresno Ad Federation P.O. Box 3723 Clovis, Ca 93613 559-916-4436 Contact: Erin Backowski ebackowski@sbcgloal.net	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	California Broadcasters Association Website Submission Only 916 L Street, Suite 150 Sacramento, CA 95814 916-444-2237 www.cabroadcasters.org	N	0
14	TVandRadiojobs.com (<i>website submission only</i>) www.tvandradiojobs.com	N	0
15	Clovis Adult Education 1453 David E. Cook Way Clovis, CA 93611 559-327-2800 kevinhaddix@cusd.com	N	0
16	Women's Exchange 172 N Van Ness Fresno, CA 93701 559-233-7251 Contact: Sharon mtepperman@aol.com	N	0
17	Central California Hispanic Chamber 2331 Fresno St Fresno, Ca 93721 559-495-4817 Contact: John Hernandez www.cchcc.net	N	0
19	Social Vocational Services 2181 N Winery Fresno, CA 93703 559-452-8090 Contact: Program Director	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Madera Tribune 101 E 7th St Madera, CA 93638 559-674-2424 Contact: Alex, Alan or Valentine ellenb@maderatribune.com	N	0
21	Fresno Bee 1627 E Street Fresno, CA 93786 559-441-6117 Contact: Ida Pacheco	N	0
22	Clovis City Hall 1033 Fifth St. Clovis, CA 93612 559-324-2725 Contact: Personnel	N	0
23	Workforce Connection 1900 Mariposa Mall, Ste 280 Fresno, CA 93721 559-499-3707 Contact: Isabel Alvarez Ichavez-alvarez@workforce-connection.com	N	0
24	All Access , www.allaccess.com	N	0
25	Cumulus Job Board , www.cumulusjobs.com	N	2
26	SimplyHired , www.simplyhired.com	N	0
27	Glassdoor , www.glassdoor.com	N	0
28	LinkUp , www.linkup.com	N	0
29	Employee Referral	N	4
30	Indeed , www.indeed.com	N	0
31	Internal Job Posting	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Host Job Fair	On September 11, 2018, 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.
2	Host Job Fair	On March 19, 2019, our SEU hosted the Central Valley Career Fair, held 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 Manager and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
3	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On November 14, 2018, our SEU participated in the Take a Student To Eat (TASTE) program, sponsored by the Fresno State University Mass Communications/Journalism department and the Fresno Ad Federation. In the morning, our General Sales Manager and Senior Account Executive welcomed three (3) Fresno State University students for a tour of our facilities, during which career opportunities in radio broadcasting were discussed, with an emphasis on sales. The students received information about the education/skill sets necessary for success in the radio business, highlighting the ever-increasing role technology plays in the industry. After their visits, our General Sales Manager and Senior Account Executive joined the students for a delightful, formal lunch hosted by the TASTE program.
4	Mentoring Program	Our SEU conducts a Sales Mentoring Program for all new Account Executives. Each new Account Executive is assigned a Senior Account Executive or Manager as their mentor. Each Mentor assists its Account Executive with job training, information on key station departments/personnel, goal setting and provides constructive feedback on a daily basis. Two Account Executives participated in this Program during this reporting period.

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	Type of Recruitment Initiative	Brief Description of Activity
5	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On September 27, 2018, our SEU's news/talk Program Director participated in an "Ethics in Journalism" panel discussion hosted by the Fresno State Institute for Media and Public Trust.