

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 – July 31, 2020**

**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>
<b>Account Executive</b>	10-11, 25-31	29
<b>Account Executive</b>	10-11, 25-31	29

This Report was revised in July 2021 to address reporting issues.

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

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6	<b>The Ohio Center for Broadcasting</b> 9001 Sweet Valley Drive Valley View, OH 44125 Contact: Don Clark dclark@beonair.com 216-447-9117	N	0
7	<b>The Ohio Center for Broadcasting</b> 1310 Wadsworth Blvd., Ste 100 Lakewood, Co 80214 Contact: Terry Cuff 303-937-7070 tcuff@beonair.com	N	0
8	<b>Employment Development Department</b> Website Submission Only 3303 N Blackstone Ave Fresno, CA 93741 www.caljobs.ca.gov	N	0
9	<b>San Joaquin Valley College</b> 295 E. Sierra Ave Fresno, CA 93710 Contact: Patti Gutierrez Patricia.gutierrez@sjvc.edu 559-448-8282	N	0
10	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
11	<b>Cumulus Business Managers</b> BM@cumulus.com	N	0
12	<b>Fresno Ad Federation</b> P.O. Box 3723 Clovis, Ca 93613 559-916-4436 Contact: Erin Backowski ebackowski@sbcgloal.net	N	0

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13	<b>California Broadcasters Association</b> Website Submission Only 916 L Street, Suite 150 Sacramento, CA 95814 916-444-2237 www.cabroadcasters.org	N	0
14	<b>TVandRadiojobs.com</b> ( <i>website submission only</i> ) www.tvandradiojobs.com	N	0
15	<b>Clovis Adult Education</b> 1453 David E. Cook Way Clovis, CA 93611 559-327-2800 kevinhaddix@cusd.com	N	0
16	<b>Women's Exchange</b> 172 N Van Ness Fresno, CA 93701 559-233-7251 Contact: Sharon mtepperman@aol.com	N	0
17	<b>Central California Hispanic Chamber</b> 2331 Fresno St Fresno, Ca 93721 559-495-4817 Contact: John Hernandez www.cchcc.net	N	0
19	<b>Social Vocational Services</b> 2181 N Winery Fresno, CA 93703 559-452-8090 Contact: Program Director	N	0

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20	<b>Madera Tribune</b> 101 E 7th St Madera, CA 93638 559-674-2424 Contact: Alex, Alan or Valentine ellenb@maderatribune.com	N	0
21	<b>Fresno Bee</b> 1627 E Street Fresno, CA 93786 559-441-6117 Contact: Ida Pacheco	N	0
22	<b>Clovis City Hall</b> 1033 Fifth St. Clovis, CA 93612 559-324-2725 Contact: Personnel	N	0
23	<b>Workforce Connection</b> 1900 Mariposa Mall, Ste 280 Fresno, CA 93721 559-499-3707 Contact: Isabel Alvarez Ichavez-alvarez@workforce-connection.com	N	0
24	<b>All Access</b> , www.allaccess.com	N	0
25	<b>Cumulus Job Board</b> , www.cumulusjobs.com	N	3
26	<b>SimplyHired</b> , www.simplyhired.com	N	0
27	<b>Glassdoor</b> , www.glassdoor.com	N	0
28	<b>LinkUp</b> , www.linkup.com	N	0
29	<b>Employee Referral</b>	N	2
30	<b>Indeed</b> , www.indeed.com	N	0
31	<b>Internal Job Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Host Job Fair	On September 24, 2019, 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	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On October 25, 2019, our SEU participated in the Fresno City College High School Journalism conference sponsored by Fresno City College. Our News Director moderated a workshop on “Creating News Stories for Radio and Broadcasting.”
3	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.
4	Management level training regarding equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, during which questions were entertained.

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	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
5	Management-level training regarding methods of ensuring equal employment opportunity and the prevention of discrimination and harassment	During the month of January, 2020, 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.