

**KMJ(AM), KMJ(FM), KSKS(FM), KMGV(FM), KWYE(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 – July 31, 2018**

**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>	1-12, 25-30	25
<b>Account Executive</b>	1-11, 25-30	29
<b>General Sales Manager</b>	1-12, 25-30	29

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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. <a href="mailto:meganh@usc.edu">meganh@usc.edu</a>	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 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> 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 <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>	N	0
9	<b>San Joaquin Valley College</b> 295 E. Sierra Ave Fresno, CA 93710 Contact: Patti Gutierrez <a href="mailto:Patricia.gutierrez@sjvc.edu">Patricia.gutierrez@sjvc.edu</a> 559-448-8282	N	0
10	<b>Station Website Postings (all SEU's)</b>	N	0
11	<a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
12	<b>Fresno Ad Federation</b> P.O. Box 3723 Clovis, Ca 93613 559-916-4436 Contact: Erin Backowski <a href="mailto:ebackowski@sbcgloal.net">ebackowski@sbcgloal.net</a>	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 <a href="http://www.cabroadcasters.org">www.cabroadcasters.org</a>	N	0
14	<b>TVandRadiojobs.com</b> Website submission only <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	N	0
15	<b>Clovis Adult Education</b> 1453 David E. Cook Way Clovis, CA 93611 559-327-2800 <a href="mailto:kevinhaddix@cusd.com">kevinhaddix@cusd.com</a>	N	0
16	<b>Women's Exchange</b> 172 N Van Ness Fresno, CA 93701 559-233-7251 Contact: Sharon <a href="mailto:mtepperman@aol.com">mtepperman@aol.com</a>	N	0
17	<b>Central California Hispanic Chamber</b> 2331 Fresno St Fresno, Ca 93721 559-495-4817 Contact: John Hernandez <a href="http://www.cchcc.net">www.cchcc.net</a>	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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<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>
20	<b>Madera Tribune</b> 101 E 7th St Madera, CA 93638 559-674-2424 Contact: Alex, Alan or Valentine <a href="mailto:ellenb@maderatribune.com">ellenb@maderatribune.com</a>	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 <a href="mailto:Ichavez-alvarez@workforce-connection.com">Ichavez-alvarez@workforce-connection.com</a>	N	0
24	<b>AllAccess.com</b>	N	0
25	<b>Cumulusjobs.com</b>	N	3
26	<b>Simplyhired.com</b>	N	0
27	<b>Glassdoor.com</b>	N	0
28	<b>Linkup.com</b>	N	0
29	<b>Employee Referral</b>	N	5
30	<b>Indeed.com</b>	N	0
31	<b>Internal Job Posting</b>	N	0
32	<b>Monster.com</b>	N	0
33	<b>ZipRecruiter.com</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>8</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Host Job Fair	On October 24, 2017, our SEU hosted the Central Valley Career Fair, a career Fair at the Manchester Center 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 20, 2018, our SEU hosted the Central Valley Career Fair, a career Fair 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 Events or Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	On November 30, 2017, one of our news producers spoke to the Mendota High School Government class.. It was a lecture and Q&A on the role of media, as it pertains to civics and government.
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 constructive feedback daily. One Account executive participated during this reporting period.
6	Participate in Events or Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	On March 9, 2018, one of our news producers spoke to Journalism and Mass Communications majors at Fresno City College. Topics included “Separating News From Editorials” and “How Politicians Use Media to Connect with Constituents”. A question and answer session followed the presentation.