

KMJ(AM), KMJ(FM), KSKS(FM), KMGV(FM), KWEY(FM)
EEO PUBLIC FILE REPORT
August 1, 2015 – July 31, 2016

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 |
|-----------------------------------|--|-------------------------------|
| News Anchor | 1-12,14, 25 | 10 |
| Assistant Business Manager | 1-11, 25 | 5 |
| Sales Assistant | 1-12, 26 | 7 |
| Sales Manager | 1-12 | 5 |

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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 | 5 |
| 2 | Fresno City College 1101 E University Ave Fresno, CA 93741 559-442-8294 Contact: Phyllis Greenwood www.jobs.fresnocitycollege.edu | N | 3 |
| 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 | 2 |

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|------------------|---|--|---|
| 6 | The Ohio Center for Broadcasting 9001 Sweet Valley Drive Valley View, OH 44125 Contact: Don Clark dclark@beonair.com 216-447-9117 | N | 1 |
| 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 Joquin 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 (all SEU's) | N | 1 |
| 11 | 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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|------------------|--|--|---|
| 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 Website submission only 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 |
| 18 | Fresno County Free Library 2420 Mariposa St Fresno, CA 93657 559-488-1898 Contact: Reader Services Desk Fadia Doty | N | 0 |

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|------------------|---|--|---|
| 19 | Social Vocational Services 2181 N Winery Fresno, CA 93703 559-452-8090 Contact: Program Director | N | 0 |
| 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 | AllAccess.com | N | 10 |
| 25 | Cumulusjobs.com | N | 4 |
| 26 | Simplyhired.com | N | 1 |
| 27 | Glassdoor.com | N | 0 |
| 28 | Linkup.com | N | 0 |
| 29 | Employee Referral | N | 12 |
| 30 | Indeed.com | N | 4 |

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|---|-----------------------------|--|---|
| 28 | Internal Job Posting | N | 2 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 45 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|--|
| 1 | Host Job Fair | On October 20 th , 2015 our SEU hosted 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 Marketing Manager 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 29 th , 2016 our SEU hosted a career fair at the Sierra Vista Mall located in Clovis, 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 Marketing Manager and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. |
| 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 constructive feedback daily. Two Account executives participated during this reporting period. |
| 4 | Participate in an educational institution relating to careers in broadcasting | On 3/8 & 3/9/2016 One of our SEU producers on KMJ spoke to Central High East Campus. He spoke in their government class about the role of Media in Civics & Government. |
| 5 | Participate in an educational institution relating to careers in broadcasting | On April 1 st 2016 one of our news anchors spoke to the Sanger Rotary Club. He spoke to them about radio and the ins and outs of broadcasting. |
| 6 | Participate in an educational institution relating to careers in broadcasting | On February 18 th , 2016 one of our on air talent spoke to the journalism class at Fresno State University. She spoke about social media and how it is incorporated into the radio business |
| 7 | Participate in an educational institution relating to careers in broadcasting | On July 5 th 2016 one of our Sales Managers spoke at Fresno Pacific University. She spoke to a class on Masters Leadership Program in Marketing. She spoke to them on the relevancy of Radio in today's media landscape. |