

**RIVIERA BROADCASTING, LLC/
 dba DESERT VALLEY MEDIA GROUP
 KKFR-FM / KZON-FM / KMVA-FM / KOAI-FM
 EEO PUBLIC FILE REPORT
 JUNE 1, 2022- MAY 31, 2023**

I. VACANCY LIST

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|------------------------------------|--|---------------------------|
| Integrated Marketing Mgr (6/6/22) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32, 35, 37 | 4 |
| Integrated Marketing Mgr (7/5/22) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32, 35, 37 | 37 |
| Integrated Marketing Mgr (8/1/22) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32, 35, 37 | 4 |
| Integrated Marketing Mgr (9/19/22) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32,35, 37 | 37 |
| Integrated Marketing Mgr (1/9/23) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32, 35, 37 | 4 |
| Integrated Marketing Mgr (1/11/23) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32, 35, 37 | 4 |
| KMVA On-Air (11/1/22) | 1-2, 4-6, 7-9, 11-12, 15, 17-24, 26-30, 32, 35 | 35 |
| IT Director (11/21/22) | 1-2, 4-6, 7-9, 11-12, 15, 18-24, 26-30, 32 | 36 |
| KKFR Program Director (3/20/23) | Exigent Fulfillment | n/a |

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II. Master Recruitment Source List (MRSL)

| RS Number | Recruitment Source | Recruitment Request | Interviewee Count |
|------------------|---|----------------------------|--------------------------|
| 1 | Arizona Broadcasters Association 426 N 44 th St, Phoenix, AZ 85008 (P) 602-252-4833 www.azbroadcasters.org | No | 0 |
| 2 | Phoenix Indian Center Inc Attn: Bridget Blixt 4520 N Central Avenue, #250 Phoenix , AZ 85015 bblixt@phxindcenter.org (P) 602-264-6768 (F) 602-274-7486 | No | 0 |
| 3 | www.media-match.com | No | 0 |
| 4 | Employee Referral / Word Of Mouth | No | 10 |
| 5 | Desert Valley Media Group Websites & On Air Broadcast www.951thewowfactor.com www.hot975phoenix.com www.power983.com | No | 1 |
| 6 | Walk- Ins / Self-Inquiry | No | 0 |
| 7 | Goodwill Industries Contact: Career Services 2626 W Beryl Ave, Phoenix, AZ 85021 (P) 602-535-4186 employerexperienceteam@goodwillaz.org | No | 0 |
| 8 | Greater Phoenix Urban League Contact: Bill Bridgeman 1402 S. 7 th Avenue, Phoenix, AZ 85007 (P) 602-254-5611 (F) 602-253-7359 bbridgeman@gphxul.org | No | 0 |
| 9 | Phoenix Job Corps Center Attn: Bill Condra 518 S 3 rd Street, Phoenix, AZ 85004 (P)602-327-9660 (F) 602-322-6611 Condra.billy@jobcorps.org | No | 0 |
| 10 | Arizona State University Contact: Career Services P.O. Box 871312, Tempe, AZ 85287-1312 (P) 480-965-2350 (F)480-965-2120 www.asu.edu/career | No | 0 |

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| 11 | Arizona Latino Media Association Contact: Anita Leach P.O. Box 1168, Phoenix, AZ 85001 Nitlea602@msn.com (P) 602-444-8473 | No | 0 |
| 12 | Hopi Jr/Sr High School Attn: Stan Bindell Hwy 264 Kearns Canyon, Arizona 86034 (P) 928-738-5111 thebluesmagician@gmail.com | No | 0 |
| 13 | Inside Radio Classified www.insideradio.com (P) 602-200-6800 | No | 0 |
| 14 | www.radioonline.com | No | 0 |
| 15 | Glendale Community College Attn: Jenorah Keegan 6000 W Olive Ave, Glendale, AZ 85302 (P) 623-845-3283 Jenorah.Keegan@gccaz.edu Career.ervices@gccaz.edu | No | 0 |
| 16 | Internal Promotion, On site job posting | No | 0 |
| 17 | All Access www.allaccess.com | No | 1 |
| 18 | DeVry University Contact: Career Services 2149 W Dunlap, Phoenix, AZ 85021 (P) 602-749-4554 (F) 602-749-7330 | No | 0 |
| 19 | Grand Canyon University 3300 W Camelback Rd Phoenix, AZ 85017 Sheila.schumacher@gcu.edu http://gcuniv.experience.com/emp (P) 602-639-6115 (F) 602-343-4836 | No | 0 |
| 20 | Age Works, LLC Contact: Career Services 1366 E Thomas Rd, Suite 108, Phoenix, AZ 85014 (P) 602-241-6159 (F) 602-230-9132 | No | 0 |
| 21 | Phoenix College 1202 W Thomas Rd, Phoenix, AZ 85013 (P)602-285-7422 (F) 602-285-7951 www.phoenixcollege.edu/student-resources/career-services | No | 0 |
| 22 | Arizona State University-Walter Cronkite School Contact: Mike Wong 555 N Central Ave, #302 Phoenix, AZ 85004 (P) 602-496-5055 (F) 602-496-7041 Mike.wong@asu.edu | No | 0 |

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| 23 | Gateway Community College Contact: Jessica Brosilo 108 N 40 th St, Phoenix, AZ 85034 (P) 602-286-8500 (F) 602-286-8151 careercenter@gatewaycc.edu | No | 0 |
| 24 | Media Staffing Solutions Attn: Patty Kincaid 7115 E Thirsty Cactus Ln, Scottsdale, AZ 85266 (P)602-971-9382 Patty@mediastaffingnetwork.com | No | 0 |
| 25 | www.TVandRadiojobs.com | No | 0 |
| 26 | Department of Economic Security Arizona Rehabilitation Services Administration Attn: Timothy Stump / Terell Welch 515 N 51 st Ave, Phoenix, AZ 85043 tstump@azdes.gov , twelch@azdes.gov (p) 602-771-9263 | No | 0 |
| 27 | Social Media Sites | No | 0 |
| 28 | United States Veterans Initiative Attn: Tera Calhoun Valenzuela 3507 N Central Ave, Suite 302 Phoenix, AZ 85012 (P) 602-427-0406 (F) 602-305-6844 tcalhoun@usvetsinc.org | No | 0 |
| 29 | East Valley Institute of Technology (EVIT) Attn: Pulse Radio/Program Director 1601 W Main St Mesa, AZ 85201 sgrosz@evit.com (P) 480-461-4049 (F) 480-461-4169 | No | 0 |
| 30 | Career Fairs | No | 0 |
| 31 | www.indeed.com | No | 1 |
| 32 | Genesis Youth Program Attn: Eboni Farmer 1840 N 95 th Ave, Phoenix, AZ 85037 Johnsonk019@mail.maricopa.gov farmere@mail.maricopa.gov (P) 602-372-4248 (F)602-372-4290 | No | 0 |
| 33 | www.amfmjobs.com | No | 0 |

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| 34 | www.linkedin.com | No | 0 |
| 35 | Smith Richards Collective tim@smithrichardscollective.com | No | 2 |
| 36 | Ziprecruiter.com | No | 1 |
| 37 | Outside Vendors/Agencies | No | 3 |
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TOTAL INTERVIEWEES: 19

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III. Recruitment Initiatives

June 8, 2022: Participation in a Career Fair

- SEU participated in the Career Mixer at the Heard Museum in Phoenix 4:00pm-6:30pm, AZ. Business Manager and Sales Manager met with students to discuss careers and job openings. Flyers were handed out for the open positions currently available.

June 8, 2022: Management Training

- SEU participated in the Best Practices in College Recruiting at the Heard Museum 1:30 pm in Phoenix, AZ. Business Manager attended the training which provided details of the best way to attract and hire college and post-college applicants.

June 29, 2022: Management Training

- SEU conducted mandatory management training for diversity. The title of the course was "How Organizations Can Demonstrate Dedication to DE&I Year-Round." The training was conducted in the conference room through ADP's online webinar. Attendees included the CEO, Business Manager, Sales Manager, Chief Engineer, Operations Manager, Program Directors (2 ea.), Assistant Program Director, and the Promotions Director.

February 22, 2023: Participation in a Career Fair

- SEU participated in the ASU Spring 2023 Career & Internship Fair at the Arizona State University Memorial Union building in Tempe, AZ. Business Manager met with students to discuss careers and job openings. Flyers were handed out for the open positions currently available.