

KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2018 - May 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
Senior Graphic Designer	1, 3, 7-13	10
Sales Assistant	1, 3, 5-10, 12-13	6
Sales Assistant	1-4, 6-10, 12-13	6

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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	AZ Broadcasters Association 426 N. 44th Street Suite 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Jennifer Latko Manual Posting	N	0
2	Careerpage.org Online only Phoenix, Arizona Career page.org Manual Posting	N	0
3	Chicanos por la Causa 2916 N 35th Avenue Phoenix, Arizona 85017 Phone : 602-269-6485 Email : renato.ramos@cplc.org Renato Ramos	N	0
4	Craigslist.com 1381 9th Avenue San Francisco, California 94122 Phone : 602-776-1419 Frank Sainz Manual Posting	N	0
5	Current Employee	N	1
6	Employee Referral	N	3
7	Entravision.com 2425 Olympic Boulevard Suite 6000W Santa Monica, California 90404 Phone : 310-447-3870 Url : https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=246 Email : naukerman@entravision.com Andrea Stefani	N	1
8	Friendly House - Human Resources 829 S. 1st Avenue Phoenix, Arizona 85004 Phone : 602-416-7232 Email : federicom@friendlyhouse.org Federico Murillo	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Glass door Manual Posting	N	2
10	Indeed.com 900 Concar Drive San Mateo, California 94010 Phone : (800) 475-4361 Ali Pascal Manual Posting	N	4
11	Recruiter	N	1
12	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
13	ziprecruiter, Inc. 401 Wilshire 11th Floor Los Angeles, California 90401 Phone : (818) 927-3357 Email : wayne@ziprecruiter.com Wayne Kao	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/15/2018	Provision of training to management	All station staff, including management, participated in an online EEO Unlawful Harassment Prevention course. This program is designed to train employees on how to recognize, handle and prevent different types of harassment and discrimination. A test was given at the end of each section to ensure that the employee was understanding the information. Employees received a certificate upon successful completion of the course.	21	Managers & Staff	1.00
2	11/19/2018	Provision of training to management	Annual FCC/EEO Training	1	Business Operations Manager	1.00
3	2/21/2019	Participation in Job Fairs	Choice Career Fairs event at the Double Tree Hotel in Phoenix. Used as additional recruitment efforts for the following positions: AE/IMSC Sales Assistant	1	Promotions Director	0.25
4	5/9/2019	Participation in Job Fairs	Arizona Broadcasters Association job fair held at the East Valley Institute of Technology (EVIT). Used as additional recruitment efforts for the following position: AE/IMSC	1	Promotions Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.50