

**RIVIERA BROADCASTING, LLC
 KKFR-FM / KZON-FM / KMVA-FM / KOAI-FM
 EEO PUBLIC FILE REPORT
 JUNE 1, 2017- MAY 31, 2018**

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Promotions Coordinator	1,3-5,7-21,24,25,28-30,34-38,42-55	52
Videographer/ Photographer	1,2,3,5,7-21,24,25,28,29,30,34-38,42-51,53,55,57	25
Graphic Designer	1,2,3,5,7-21,24,25,28,29,30,34-38,42-51,53,55,57	25
National Sales Manager	1-5,7-21,24,25,28-30,34-38,42-53,55,57	10
Vice President of Sales	1-5,7-21,24,25,28,29,30,34-38,42,43,45-53,55,57	25
Production Director	1,3,4,5,7-21,23,24,25,27-30,33-38,42,43,45-51,53,55,56,57	27
Account Executive	1,3-5,7-21,24,25,28,29,30,34-38,40,42-53, 55	25
Account Executive	1,3-5,7-21,24,25,28,29,30,34-38,40,42-53, 55	10
Account Executive	1,3-5,7-21,24,25,28,29,30,34-38,40,42-53, 55	10
Account Executive	1,3-5,7-21,24,25,28,29,30,34-38,40,42-53, 55	10

**Exigent Circumstances*

RIVIERA BROADCASTING, LLC
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EEO PUBLIC FILE REPORT
June 1, 2017- May 31, 2018
 II. Master Recruitment Source List (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
1	Maricopa County NAACP Contact: Shaun Owens 2457 E Broadway Rd, Phoenix, AZ 85040 admin@naacpmaricopaaz.org (P) 602-252-4064 (F) 602-252-2954	Yes 6/5/17	
2	Maricopa Community Colleges 2411 West 14 th Street Tempe, AZ 85281 (P) 480-731-8000 www.maricopa.edu/careers <i>this will post on 10 college sites</i>	No	
3	Southwest Behavioral & Health Services Contact: Employment Specialist 3450 N 3 rd St, Phoenix, AZ 85012 (P) 623-225-8787	Yes 9/9/15 Mail	
4	Arizona Broadcasters Association 426 N 44 th St, Phoenix, AZ 85008 (P) 602-252-4833 www.azbroadcasters.org	No Post online	
5	Phoenix Indian Center Contact: Lauren Antone 4520 N Central Avenue, #250 Phoenix, AZ 85012 lantone@phxindcenter.org (P) 602-264-6768 (F) 602-274-7486	Yes 12/22/08 5/30/17 Email	
6	Valle del Sol Contact: Job Placement 3807 N 7 th St, Phoenix, AZ 85014 (P) 602-258-6797	No	
7	DES- Arizona Workforce Connection Contact: Steve Berroth 4635 S Central Ave, Phoenix, AZ 85040 www.arizonaworkforceconnect.com (P) 602-276-5587 x 7003 (F) 602-268-3594 <i>Job order form required</i>	Yes 12/30/08 4/25/11 Post Online	
8	Alpha Pacific Institute & Studios Contact: Mike Petry 4801 E McDowell Rd, Suite 200, Phoenix, AZ 85008 Petrytv1@yahoo.com (P) 602-244-0300 (F) 602-244-0304	Yes 4/27/09 4/20/11 5/29/13 9/12/14 Email	
9	The Greater Phoenix Black Chamber of Commerce Attn: Career Services 201 E Washington St, Suite #350 Phoenix, AZ 85004 (P) 602-307-5200 (F) 602-307-5204	Yes 1/6/09 4/25/11 Mail	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
10	Employee Referral / Word of Mouth	No	17
11	Riviera Broadcasting Websites & On air Broadcast www.theoasisphoenix.com www.power983.com www.hot975phoenix.com	No	2
12	Walk- Ins / Self-Inquiry	No	
13	Goodwill Industries Contact: Career Services 2626 W Beryl Ave, Phoenix, AZ 85021 (P) 602-535-4186 employerepexperienceteam@goodwillaz.com	Yes 2/16/12 7/17/12 Email	
14	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	Yes 9/10/14 5/26/15 2/1/16 Email	
15	Phoenix Job Corps Center Attn: Bill Condra 518 S 3 rd Street, Phoenix, AZ 85004 condra.billy@jobcorps.org (P)602-322-9660 (F) 602-322-6611	Yes 12/23/08 5/31/17 Email	
16	Arizona State University Attn: Career Services P.O. Box 871312, Tempe, AZ 85287-1312 Bldg. C359 (P) 480-965-2350 (F) 480-965-2120 www.asu.edu/career	Yes 5/22/13 Post online	
17	College America Contact: Career Services 9801 N Metro Parkway East, Phoenix, AZ 85051 (P) 589-9860 x1911 (F) 602-246-9741	Yes 4/22/14 Mail	
18	Arizona Latino Media Association Contact: Anita Leach P.O. Box 1168, Phoenix, AZ 85001 Nitlea602@msn.com (P) 602-444-8473	Yes 1/12/09 Email	
19	Fresh Start Women's Foundation Contact: Becca Daltroff 1130 E. McDowell Rd., Phoenix, AZ 85006 (P) 602-261-7221 (F) 602-257-9692 bdaltroff@fswf.org	Yes 12/22/08 4/25/11 Email	
20	Hopi Jr/Sr High School Attn: Stan Bindell Hwy 264 Kearns Canyon, Arizona 86034 (P) 928-738-5111 Thebluesmagician@gmail.com	Yes 5/13/15 Email	
21	CRAS Conservatory of Recording Arts & Sciences Attn: David Torres 1205 North Fiesta Boulevard Gilbert, AZ 85233 480-858-9400 (P) 480-633-0916 (F) dtorres@cras.org	Yes 4/22/11 5/25/17 Email	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
22	Inside Radio Classified www.insideradio.com (P) 602-200-6800	No	
23	Radio Online www.radioonline.com	No	
24	Glendale Community College Attn: Career Services / Jenorah Keegan 6000 W Olive Ave, Glendale, AZ 85302 (P)623-845-3283 Jenorah.keegan@gccaz.edu career.services@gccaz.edu	Yes 12/16/15 Email	
25	Internal Promotion/Transfer. On site job posting	Yes	9
26	Department of Veteran Affairs Contact: Russell Singleton 3333 N Central Ave, Phoenix, AZ 85012 (P) 602-627-2785 (F) 602-627-2804	No	
27	All Access www.allaccess.com	No	5
28	DeVry University Contact: Career Services 2149 W Dunlap, Phoenix, AZ 85021 (P) 602-749-4554 (F) 602-749-7330	Yes 9/10/14 6/15/15 Mail	
29	Grand Canyon University Attn: Sheila Schumacher, MFA 3300 W Camelback Rd, Phoenix, AZ 85017 Sheila.schumacher@gcu.edu http://gcuniv.experience.com/emp (P) 602-639-6115 (F) 602-343-4836	Yes 3/5/15 Email/ post online	
30	Age Works, LLC Contact: Career Services 1366 E Thomas Rd, Suite 108, Phoenix, AZ 85014 (P) 602-241-6159 (F) 602-230-9132	Yes 12/23/08 4/25/11 Mail	
31	Arizona Women's Education and Employment (AWEE) 640 N 1 st Ave, Phoenix, AZ 85003 (P) 602-371-1216	No	
32	Entertainment Careers www.entertainmentcareers.net	No	
33	Career Advisors Inc Contact: Employment Specialist /Janice Podzimek 430 N Dobson Road, Ste.108, Mesa, AZ 85201 (P) 602-644-0755 janice@careeradvisorsaz.com	Yes 1/18/18	
34	Chicanos Por La Causa Womens Care Center Contact: Employment Services 1112 E Buckeye Rd, Phoenix, AZ 85034 (P) 602-257-0700 (F) 602-256-2740 Maria.miquirray@cplc.org	Yes 12/23/08 7/9/13 Email/Mail	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
35	Phoenix College Contact: Career Services 1202 W Thomas Rd, Phoenix, AZ 85013 (P)602-285-7422 (F) 602-285-7951 www.phoenixcollege.edu/student-resources/career-services	Yes 5/5/11 5/29/13 9/10/14 Post online	
36	DK Advocates 2106 North 24 th Street, Suite A Phoenix, AZ 85008 mford@dkajobs.com (P) 602-277-5787 (F) 206-277-7377	Yes 10/23/09 2/1/16 Email	
37	Arizona State University-Walter Cronkite School Contact: Michael Wong 555 N Central Ave #302 Phoenix, AZ 85004 (P) 602-496-5055 (F) 602-496-7041 Mike.wong@asu.edu	Yes 5/23/13 Email	
38	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	Yes 12/23/08 5/3/11 Email	
39	Arizona Hispanic Chamber of Commerce Attn: Career Services 255 E Osborn Road, Phoenix, AZ 85012 (P) 602-279-1800 (F) 602-279-8900	No	
40	Media Staffing Solutions Attn: Patty Kincaid 7115 E Thirsty Cactus Ln, Scottsdale, AZ 85266 (P)602-971-9382 Patty@mediastaffingnetwork.com	No	4
41	TV and Radio Jobs www.TVandRadiojobs.com	No	
42	O.I.C AZ Opportunities Industrial Center Attn: Janet Shines 39 East Jackson Street Phoenix, AZ 85004 Janet@azoic.org (P) 602-513-8311 (F) 602-252-3598	Yes 5/30/17 Email	
43	Department of Economic Security Arizona Rehabilitation Services Att: Timothy Stump / Terell Welch 515 N 51 st Ave Phoenix, AZ 85043 tstump@azdes.gov , twelch@azdes.gov (P) 602-771-9263, (P) 602-226-9579 x 7212 Job posted to over 60 organizations	Yes 8/22/13 7/16/15 Email	
44	Social Media Sites <i>Facebook</i> <i>Linkin</i>	No	5
45	Friendly House JTPA 802 S 1 st Ave, Phoenix, AZ 85003 (P) 602-257-1870 (F) 602-257-8280 workforce@friendlyhouse.org	Yes 9/23/13 Email	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS.
46	United States Veterans Initiative Attn: Tera Valenzuela 804 E Jones Ave., Phoenix, AZ 85040 tcalhoun@usvetsinc.org (P) 602-427-0406 (F) 602-305-6844	Yes 8/25/14 5/26/15 Email	
47	Maricopa Workforce Connections 1840 N 95 th Ave., Ste. 160, Phoenix, AZ 85037 www.azjobconnection.gov (P) 602-372-4200 (F) 602-372-4290	Yes 4/25/11 7/27/10 Post online	1
48	School Incorporated Attn: Ms Janet Wood P.O. Box 45541, Phoenix, AZ 85064-5541 www.schoolsinc.org , (P) 602-222-3402 (F) 602-266-3404	Yes 12/4/09 Mail	
49	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	Yes 10/11/14 Email	
50	The Art Institute of Phoenix Attn: Laura Sand 2233 W Dunlap Ave, Phoenix, AZ 85021 lsand@aia.edu (P) 602-331-7515 (F) 602-331-5302	Yes 2/6/13 6/1/17 Email	1
51	Career Fairs	No	
52	Indeed www.indeed.com	No	15
53	Genesis Human Services – Youth Program Attn: Kathy Johnson / Eboni Farmer 1840 N 95 th Ave #160, Phoenix, AZ 85037 JohnsonK019@mail.maricopa.gov (P) 602-372-4248 (F) 602-372-4290	Yes 9/29/15 Email	
54	AMFM Jobs www.amfmjobs.com	No	
55	The Angels of New Hope Attn: Rashaad Thomas 8345 E Indian School Rd Scottsdale, AZ 85251 Rashaad.thomas@yahoo.com (P) 480-330-2274	Yes 8/12/10 Email	
56	www.media-match.com	No	
57	Collins College Attn: Career Services 1425 W 14 th St, #100, Tempe, AZ 85281 cssupport@careered.com (P) 866-934-1594	Yes 3/28/13 9/9/14 Email	

TOTAL INTERVIEWEES: 59

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III. RECRUITMENT INITIATIVES
FOR PERIODS OF JUNE 1, 2017 - MAY 31, 2018

Type of Recruitment Initiatives	Brief Description of Activity
<p>General Outreach Efforts: List upper-level category openings in a job bank, Internet Programs or newsletter of women and minority media trade groups.</p>	<p>Riviera Broadcasting, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the stations. We seek the help of local Community Organizations in referring qualified applicants to our stations. Riviera continues to post every full time position, with women and minority trade groups and job banks. We continually post positions with the following organizations:</p> <ul style="list-style-type: none"> • ASU Walter Cronkite School of Broadcasting • Arizona Broadcaster Association • Arizona Latino Media Association • www.theoasisphoenix.com • www.hot975phoenix.com • www.power983.com • On air recruitment broadcast <p>Riviera Broadcasting has included language on their station websites to inform the general public of career opportunities available in the broadcasting industry and skills necessary to compete for them.</p>
<p>Participate in Job Fairs</p>	<p>Riviera Broadcasting participated in the Glendale Community College Fall and Spring Job and Internship fairs held on October 4, 2017 and March 21, 2018 at the GCC main campus. Riviera human resources, sales & promotions were present to answer questions regarding careers in radio broadcasting. Attendees were directed to our career center to apply online.</p> <p>Riviera Broadcasting participated in the Grand Canyon University Job and Internship Fair on March 1, 2018 at the GCU main campus. Human resources attended and answered questions regarding careers in radio broadcasting. Attendees were directed to our career center to apply online.</p> <p>Riviera Broadcasting participated in the Art Institute of Phoenix Winter and Fall job and internship fairs held at their Phoenix campus on October 11, 2017 and January 31, 2018. Riviera digital director and internship director were present to discuss careers in radio broadcasting. Attendees were directed to the career center to view current job openings and to apply online.</p> <p>Riviera Broadcasting co-sponsored the Arizona Broadcasters Association Career Fair held at the East Valley Institute of Technology on May 10, 2018. This event was promoted on air by our stations KKFR, KZON, KMVA and KOAI. Riviera human resources, was present to answer questions regarding careers in radio broadcasting and directed interested applicants to our career center to apply online.</p>

Establish Training Program for Current Employees

Riviera Broadcasting has an internal policy that all employees may learn any aspect of radio that is outside of the employee's current job responsibility. This allows the employee to acquire the skills necessary to qualify for other positions, including higher level positions. At the employee's request, a mentor in the area in which the employee wishes to learn will train the employee and expose him or her to the skills necessary for the job.

Upon hire, and annually, managers and supervisors are trained on EEO guidelines. This year's annual training was held on May 17, 2018. These sessions provide training to management level personnel responsible for ensuring the stations compliance with Federal EEO rules and regulations.

Human resources attended the Changing Face of the FCC's EEO Rule in 2017 webinar on October 18, 2017. This seminar was presented by Pillsbury Law and discussed FCC EEO law changes, enforcement and our obligations as broadcasters.

VP of sales and HR Director attended the Political Broadcasting webinar on November 30, 2017. This was presented by the FCC, Bobby Baker and David Oxenford with Wilkinson Barker Knauer LLP.

HR Director attended the ABA webinar Preventing and Responding to Workplace Harassment Complaints on February 8, 2018. This was presented by the Hearst Corporation.

Throughout the year, Riviera Broadcasting staff and management participate in training programs headed by Accendo International. This training is designed to enable employees to acquire the skills necessary to become successful in this highly competitive market.