

ANDREW S. KERSTING REGULATORY COUNSEL

(404) 260-6761 ANDY.KERSTING@CUMULUS.COM

May 1, 2018

Lewis C. Pulley Assistant Division Chief, Policy Division Media Bureau/EEO Staff Federal Communications Commission 445 12<sup>th</sup> Street, SW Washington, DC 20554

Re:

Response to Broadcast EEO Audit Letter

Cumulus Licensing LLC

KSKS(FM), Fresno, California

Facility ID 26924

Dear Mr. Pulley:

Cumulus Licensing LLC ("Cumulus"), licensee of radio station KSKS(FM), Fresno, California and the commonly-owned stations in the Fresno, California station employment unit ("SEU"), pursuant to an extension request granted April 10, 2018 and the procedures set forth in paragraph 5 of your letter dated February 26, 2018, Cumulus hereby is providing the SEU's response to your letter concerning compliance with the FCC's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission includes a declaration under penalty of perjury by Richard S. Denning, Esquire, Senior Vice President and General Counsel of the licensee.

Should any questions arise concerning this matter, please contact the undersigned.

Sincerely,

Andrew S. Kersting Regulatory Counsel

Enclosure

#### **DECLARATION OF RICHARD S. DENNING**

#### I, Richard S. Denning, hereby declare as follows:

- 1. I am Senior Vice President and General Counsel of Cumulus Licensing LLC, licensee of radio station KSKS(FM), Fresno, California (Facility ID 26924), which is part of a station employment unit based in Fresno, California, and which includes stations KMJ(AM), KMJ-FM, KMGV(FM), and KWYE(FM) (collectively, the "SEU"). The stations in the SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, "Cumulus"). This Declaration and the attachments annexed hereto are being submitted in response to a letter dated February 26, 2018 (the "Audit Letter") from Lewis C. Pulley, Assistant Chief, Policy Division, Media Bureau, Federal Communications Commission ("FCC"), concerning a random audit of the SEU's compliance with the FCC's equal employment opportunity ("EEO") rule, 47 C.F.R. § 73.2080.
- 2. The SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1), 47 C.F.R. § 73.2080(e)(1), of the FCC's rules.
- 3. In response to Question 3(a) of the Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are annexed hereto as Appendix A.

The web address of each of the stations in the SEU is as follows: <a href="www.ksks.com">www.ksks.com</a>; <a href="www.ksks.com">www.y101hits.com</a>.

A copy of the current EEO public file report is on or linked to each of the above websites.

4. In response to Question 3(b) of the Audit Letter, documentation concerning the recruitment sources used to fill each full-time position during the period covered by the above EEO public file reports is annexed hereto in <u>Appendix B</u>. Those recruitment sources that have notified the SEU that they want to be alerted to job openings at the SEU, as described in §73.2080(c)(1)(ii), are reflected in Section II of each public file report. The SEU's standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources.

Cumulus retains logs in electronic format for commercials aired on all of its stations, and, thus, generally has the ability to produce log sheets for those ads aired on its stations. Appendix B hereto contains a log of the job vacancy announcements that were aired on the SEU's stations as well as the text of each of the announcements that were aired.

- 5. In response to Question 3(c) of the Audit Letter, the EEO public file reports annexed hereto in Appendix A contain data regarding (a) the total number of interviewees for each full-time vacancy, and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the EEO public file reports.
- 6. In response to Question 3(d) of the Audit Letter, documentation of the SEU's performance of the recruitment initiatives as described in §73.2080(c)(2) during the relevant time period is annexed hereto as <u>Appendix C</u>. Station personnel involved in the recruitment

initiatives are identified in <u>Appendix C</u> as well. The SEU employs a total of sixty-three (63) full-time employees. The stations are located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four (4) recruitment initiatives during a two-year period.

- 7. In response to Question 3(e) of the Audit Letter, a claim of discrimination and retaliation was alleged by an on-air personality, John Michael Knight, on July 5, 2016. The complaint alleged that the employee was discriminated and retaliated against based upon his disability. The suit was filed with the Fresno County Superior Court of California, County of Fresno on July 5, 2016, Case No. 16CECG02169, and was settled by the parties on September 14, 2017.
- 8. In response to Question 3(f) of the Audit Letter, Cumulus has established and implemented a company-wide EEO compliance plan. At the corporate level, Cumulus recognizes the importance of EEO compliance and has communicated the importance of complying with the FCC's broad outreach and recordkeeping requirements to employees at all levels within the company, including its national, regional and local personnel. Cumulus previously has engaged its outside communications counsel to conduct comprehensive FCC EEO training sessions, which were mandatory for all market and business managers. Those training sessions were followed by the distribution of written compliance materials to key personnel in each SEU who have recruitment and hiring responsibility. Cumulus also instituted a policy designed to help reduce the inevitable recordkeeping lapses which occur as a result of employee turnover.

On March 22, 2016, Cumulus conducted another comprehensive FCC EEO training session for all market and business managers. As part of this training session, those personnel involved in the recruitment and hiring at Cumulus's various stations were given an opportunity to ask questions concerning compliance with the FCC's EEO rule.

The management personnel of the SEU participated in the FCC EEO training session held on March 22, 2016. The SEU's compliance efforts also include identifying Cumulus's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

The SEU's Business Manager ("BM") has primary responsibility for implementing and overseeing the EEO program at the local level. The BM maintains the EEO program and is responsible for the EEO training of all managers in the market with hiring authority. When the decision is made to hire a new employee in the market, the BM obtains the necessary information to post the job vacancy announcement(s) with the various recruitment sources, application deadlines, etc. A recruitment file is created and notices are forwarded to the various recruitment sources. The recruitment file is transferred to the hiring manager for his/her use during the interview process. After a hiring decision has been made, the hiring manager returns the completed recruitment file to the BM.

9. In response to Question 3(g) of the Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of the recruitment sources listed therein in terms of both the quantity and quality of

the interviewees that are being generated from those recruitment sources, as well as the results that are being generated from its recruitment initiatives. Accordingly, the Market Manager and BM meet on an as-needed basis to assess the effectiveness of the SEU's EEO program to examine and update the list of recruitment sources and adjust its outreach initiatives. They also meet on an as-needed basis in an effort to generate new and different outreach initiatives to better inform the Fresno community about career opportunities in broadcasting, and discuss any EEO issues that warrant attention.

10. In response to Question 3(h) of the Audit Letter, the SEU makes a concerted effort to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU is providing equal employment opportunity, and is not discriminating against employees or job applicants. Accordingly, the SEU's Market Manager, department managers, and Business department, together with Cumulus's corporate Human Resources Department, review the compensation, benefits, promotions and other employment practices of the SEU to ensure that they are fair and are based solely on an employee's experience and performance record. Further, in hiring a new employee, all responsible parties consider an applicant's experience to determine whether they are qualified for the position and analyze the candidate's past performance to determine their likelihood for success. The SEU's employment practices are the ultimate responsibility of its Market Manager, Patty Hixson, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

[SIGNATURE ON THE FOLLOWING PAGE]

# SIGNATURE PAGE TO DECLARATION OF RICHARD S. DENNING

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Signed and dated this 1st day of May, 2018.

Richard S. Denning

# **APPENDIX A**

# **EEO PUBLIC FILE REPORTS**

August 1, 2016 - July 31, 2017

## 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
<b>Account Executive</b>	1-12, 14, 25-30	29
News Anchor	1-12,14, 24-28, 30	10
Chief Engineer	1-3, 10-11, 25-33	29
Program Director	1-12, 6-7, 10-11, 25-30	29
Business Manager	1-2, 6, 8, 10-11, 13, 25-33	25

August 1, 2016 – July 31, 2017

# 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	N	0
	Website Submission Only		
	5150 N Maple Ave		
	Fresno, CA 93740		
	559-278-2381		
	www.employer.gradleaders.com		
2	Fresno City College	N	0
	1101 E University Ave		
	Fresno, CA 93741		
	559-442-8294		
	Contact: Phyllis Greenwood		
	www.jobs.fresnocitycollege.edu		
3	Fresno Institute of Technology	N	0
	732 W Shaw		
	Clovis, CA 93612		
	Contact: Amanda Nash		
	559-326-1807		
	anash@it-email.com		
4	University of Southern California	N	0
	Los Angeles, CA 90089		
	213-740-2311		
	Contact: Megan H.		
	meganh@usc.edu		
5	Cal Works	N	0
	1526 E Weldon		
	Fresno, CA 93704		
	Contact: Karen Collins		
	559-442-8286		
	Karin.collins@fresnocitycollege.edu		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	The Ohio Center for Broadcasting	N	0
	9001 Sweet Valley Drive		
	Valley View, OH 44125		
	Contact: Don Clark		
	dclark@beonair.com		
	216-447-9117		
7	The Ohio Center for Broadcasting	N	0
	1310 Wadsworth Blvd., Ste 100		
	Lakewood, Co 80214		
	Contact: Terry Cuff		
	303-937-7070		
	tcuff@beonair.com		
8	<b>Employment Development Department</b>	N	0
	Website Submission Only		
	3303 N Blackstone Ave		
	Fresno, CA 93741		
	www.caljobs.ca.gov		
9	San Joaquin Valley College	N	0
	295 E. Sierra Ave		
	Fresno, CA 93710		
	Contact: Patti Gutierrez		
	Patricia.gutierrez@sjvc.edu		
	559-448-8282		
10	Station Website Postings (all SEU's)	N	0
11	BM@cumulus.com	N	0
12	Fresno Ad Federation	N	0
	P.O. Box 3723		
	Clovis, Ca 93613		
	559-916-4436		
	Contact: Erin Backowski		
	ebackowski@sbcgloal.net		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	California Broadcasters Association	N	0
	Website Submission Only		
	916 L Street. Suite 150		
	Sacramento, CA 95814		
	916-444-2237		
	www.cabroadcasters.org		
14	TVandRadiojobs.com	N	0
	Website submission only		
	www.tvandradiojobs.com		
15	Clovis Adult Education	N	0
	1453 David E. Cook Way		
	Clovis, CA 93611		
	559-327-2800		
	kevinhaddix@cusd.com		
16	Women's Exchange	N	0
	172 N Van Ness		
	Fresno, CA 93701		
	559-233-7251		
	Contact: Sharon		
	mtepperman@aol.com		
17	Central California Hispanic Chamber	N	0
	2331 Fresno St		
	Fresno, Ca 93721		
	559-495-4817		
	Contact: John Hernandez		
	www.cchcc.net		
19	Social Vocational Services	N	0
	2181 N Winery		
	Fresno, CA 93703		
	559-452-8090		
	Contact: Program Director		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Madera Tribune	N	0
	101 E 7th St		
	Madera, CA 93638		
	559-674-2424		
	Contact: Alex, Alan or Valentine		
	ellenb@maderatribune.com		
21	Fresno Bee	N	0
	1627 E Street		
	Fresno, CA 93786		
	559-441-6117		
	Contact: Ida Pacheco		
22	Clovis City Hall	N	0
	1033 Fifth St.		
	Clovis, CA 93612		
	559-324-2725		
	Contact: Personnel		
23	Workforce Connection	N	0
	1900 Mariposa Mall, Ste 280		
	Fresno, CA 93721		
	559-499-3707		
	Contact: Isabel Alvarez		
	<u>Ichavez-alvarez@workforce-connection.com</u>		
24	AllAccess.com	N	0
25	Cumulusjobs.com	N	3
26	Simplyhired.com	N	0
27	Glassdoor.com	N	0
28	Linkup.com	N	0
29	Employee Referral	N	5
30	Indeed.com	N	0
31	Internal Job Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Fresno Pacific University	N	0
	1717 S. Chestnut Ave		
	Fresno, CA		
	559-453-2000		
33	Fresno Calif Employment Resources	N	0
	1425 N. Rabe		
	Fresno, CA 559-255-1515		
	TOTAL INTERVIEWEES OVER REPOR	TING PERIOD	8

August 1, 2016 – July 31, 2017

## III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On March 28, 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 Market 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 October 29, 2016, 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 Market 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. One Account executive participated during this reporting period.
4	Participate in Events or Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	On October 4, 2016, four members of the SEU's news staff spoke to the journalism class at Fresno State University. The SEU's staff spoke to students about social media and explained how it is incorporated into the radio business. A question and answer session followed their presentation.

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
Assistant Business Manager	1-11, 25-28, 30	5
Sales Assistant	1-11, 25-28, 30	7
Sales Manager	1-12, 25-28, 30	5

August 1, 2015 – July 31, 2016

# 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	N	5
	Website Submission Only		
	5150 N Maple Ave		
	Fresno, CA 93740		
	559-278-2381		
	www.employer.gradleaders.com		
2	Fresno City College	N	3
	1101 E University Ave		
	Fresno, CA 93741		
	559-442-8294		
	Contact: Phyllis Greenwood		
	www.jobs.fresnocitycollege.edu		
3	Fresno Institute of Technology	N	0
	732 W Shaw		
	Clovis, CA 93612		
	Contact: Amanda Nash		
	559-326-1807		
	anash@it-email.com		
4	University of Southern California	N	0
	Los Angeles, CA 90089		
	213-740-2311		
	Contact: Megan H.		
	meganh@usc.edu		
5	Cal Works	N	2
	1526 E Weldon		
	Fresno, CA 93704		
	Contact: Karen Collins		
	559-442-8286		
	Karin.collins@fresnocitycollege.edu		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	The Ohio Center for Broadcasting	N	1
	9001 Sweet Valley Drive		
	Valley View, OH 44125		
	Contact: Don Clark		
	dclark@beonair.com		
	216-447-9117		
7	The Ohio Center for Broadcasting	N	0
	1310 Wadsworth Blvd., Ste 100		
	Lakewood, CO 80214		
	Contact: Terry Cuff		
	303-937-7070		
	tcuff@beonair.com		
8	<b>Employment Development Department</b>	N	0
	Website Submission Only		
	3303 N Blackstone Ave		
	Fresno, CA 93741		
	www.caljobs.ca.gov		
9	San Joquin Valley College	N	0
	295 E. Sierra Ave		
	Fresno, CA 93710		
	Contact: Patti Gutierrez		
	Patricia.gutierrez@sjvc.edu		
	559-448-8282		
10	Station Website Postings (all SEU's)	N	1
11	BM@cumulus.com	N	0
12	Fresno Ad Federation	N	0
	P.O. Box 3723		
	Clovis, CA 93613		
	559-916-4436		
	Contact: Erin Backowski		
	ebackowski@sbcgloal.net		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	California Broadcasters Association	N	0
	Website Submission Only		
	916 L Street, Suite 150		
	Sacramento, CA 95814		
	916-444-2237		
	www.cabroadcasters.org		
14	TVandRadiojobs.com	N	0
	Website submission only		
	www.tvandradiojobs.com		
15	Clovis Adult Education	N	0
	1453 David E. Cook Way		
	Clovis, CA 93611		
	559-327-2800		
	kevinhaddix@cusd.com		
16	Women's Exchange	N	0
	172 N Van Ness		
	Fresno, CA 93701		
	559-233-7251		
	Contact: Sharon		
	mtepperman@aol.com		
17	Central California Hispanic Chamber	N	0
	2331 Fresno St		
	Fresno, CA 93721		
	559-495-4817		
	Contact: John Hernandez		
	www.cchcc.net		
18	Fresno County Free Library	N	0
	2420 Mariposa St		
	Fresno, CA 93657		
	559-488-1898		
	Contact: Reader Services Desk Fadia Doty		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Social Vocational Services	N	0
	2181 N Winery		
	Fresno, CA 93703		
	559-452-8090		
	Contact: Program Director		
20	Madera Tribune	N	0
	101 E 7th St		
	Madera, CA 93638		
	559-674-2424		
	Contact: Alex, Alan or Valentine		
	ellenb@maderatribune.com		
21	Fresno Bee	N	0
	1627 E Street		
	Fresno, CA 93786		
	559-441-6117		
	Contact: Ida Pacheco		
22	Clovis City Hall	N	0
	1033 Fifth St.		
	Clovis, CA 93612		
	559-324-2725		
	Contact: Personnel		
23	Workforce Connection	N	0
	1900 Mariposa Mall, Ste 280		
	Fresno, CA 93721		
	559-499-3707		
	Contact: Isabel Alvarez		
	Ichavez-alvarez@workforce-connection.com		
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Internal Job Posting	N	2
	45		

August 1, 2015 – July 31, 2016

## III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On October 20 <sup>th</sup> , 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 <sup>th</sup> , 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 1st 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 <sup>th</sup> , 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 <sup>th</sup> 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.

# **APPENDIX B**

Documentation Responsive to Questions 3(a) – 3(c)

# **Documentation Relating to 2016-2017 Job Vacancies**



# CENTRAL CALIFORNIA'S NEWSTALK 580/105.9 KMJ HAS A RARE OPPORTUNITY FOR AN EXPERIENCED NEWS ANCHOR/REPORTER.

This is a prime opportunity to thrive in a bustling radio newsroom (a rarity these days). We offer a growth opportunity, in an exceptional news environment with a company that believes in and supports local news.

#### **Ideal Experience:**

- Stellar writing skills and the ability to compellingly communicate any kind of story to attract listeners and keep them wanting more
- Ability to multi-task daily (i.e.: breaking news, voicing stories, writing, editing and providing website & social media updates)
- Proficient with newsroom technology; computers, smart phones, and editing software
- 2 years delivering news on-air
- Punctual, engaging, bright and dependable like the news we deliver
- · Valid driver's license, insurance and acceptable DMV report
- Knowledge of court system and California politics/current events is a big plus

Please submit your resume and mp3 samples of your work to: <a href="mailto:cumulus.com">cumulus.com</a> with the subject "KMJ News Anchor". EOE.

#### No Phone Calls, Please

#### What we Offer:

- Cumulus offers an opportunity to embark on a career with the fastest growing media company in the U.S.
- Recognition and reward for outstanding performance.
- Competitive pay and the ability to increase income.
- Benefits, vacation, and paid holidays offered for all full time employees.

#### Cumulus is an Equal Opportunity Employer.

For immediate consideration, please complete the application process at <a href="http://www.cumulus.com/careers">http://www.cumulus.com/careers</a>.

From:

Sue E. Stoner

Sent:

Friday, May 06, 2016 3:25 PM

To:

'ebackowski@sbcglobal.net'

Subject:

Please Post Job

**Attachments:** 

KMJ NEWS REPORTER-ANCHOR-Fresno.doc

Would you be able to post this job on your site? Please let me know, thank you.

Sue Stoner
Business Manager-Fresno
Cumulus Media
559-490-5816
Fax 559-490-4181
Sue.Stoner@cumulus.com





Fresno Ad Federation

From:

Sue E. Stoner

Sent:

Friday, May 06, 2016 2:51 PM

To: Subject:

'tcuff@beonair.com'

Attachments:

News Anchor/Reporter
KMJ NEWS REPORTER-ANCHOR-Fresno.doc

Hi:

My name is Sue and I was hoping you could post this job on your site. Would you be so kind as to reply that you can do this? Thank you.

Sue Stoner
Business Manager-Fresno
Cumulus Media
559-490-5816
Fax 559-490-4181
Sue.Stoner@cumulus.com





Ohio Center of Broadcasting

From:

Sue E. Stoner

Sent:

Friday, May 06, 2016 3:20 PM

To:

BN

Subject:

Please post in your market

**Attachments:** 

KMJ NEWS REPORTER-ANCHOR-Fresno.doc

## Thank you!

Sue Stoner
Business Manager-Fresno
Cumulus Media
559-490-5816
Fax 559-490-4181
Sue.Stoner@cumulus.com





To all Bm's

From:

Sue E. Stoner

Sent:

Friday, May 06, 2016 2:46 PM

To:

'dclark@beonair.com'

Subject:

Please post

**Attachments:** 

KMJ NEWS REPORTER-ANCHOR-Fresno.doc

Hi:

My name is Sue and I would like to post the attached job with your company. Can you please reply and let me know if this is OK? Thank you.

Sue Stoner
Business Manager-Fresno
Cumulus Media
559-490-5816
Fax 559-490-4181
Sue.Stoner@cumulus.com

COLE



The Onio Center for Broadeasting

From:

Sue E. Stoner

Sent:

Friday, May 06, 2016 2:37 PM

To:

'anash@it-email.com'

Subject:

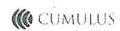
Job Posting for News anchor/Reporter

**Attachments:** 

KMJ NEWS REPORTER-ANCHOR-Fresno.doc

Could you post this job in your school?

Sue Stoner
Business Manager-Fresno
Cumulus Media
559-490-5816
Fax 559-490-4181
Sue.Stoner@cumulus.com



Institute of Technology



# Career and Employment Center

FIND IT

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Employment Home

News Anchor/Reporter

My control panel

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**Date Job Last** Listed

Employer

Cumulus Media

Job Type

Full Time (Off Campus)

**Employer** 

Type

Off Campus

Category

Television

Job

Description

CENTRAL CALIFORNIA'S NEWSTALK 580/105.9 KMJ HAS A RARE OPPORTUNITY FOR AN EXPERIENCED NEWS ANCHOR/REPORTER. This is a prime opportunity to thrive in a bustling radio newsroom (a rarity these days). We offer a growth opportunity, in an exceptional news environment with

a company that believes in and supports local news.

Requirements

Ideal Experience: • Stellar writing skills and the ability to compellingly communicate any kind of story to attract listeners and keep them wanting more • Ability to multi-task daily (i.e.: breaking news, voicing stories, writing, editing and providing website & social media updates) • Proficient with newsroom technology; computers, smart phones, and editing software • 2 years delivering news on-air • Punctual,

engaging, bright and dependable like the news we deliver • Valid driver's license, insurance and acceptable DMV report • Knowledge of court system and California politics/current events is a big plus

Hours

8.0 hours per week

Compensation \$14.00/hour to \$19.00/hour, Depends on experience

**Time Frame** 

Other

Contact

Person

Sue Ellen Stoner

Email Address cumulusradio.jobs@cumulus.com

Work Location 1071 W Shaw Ave, Fresno CA 93726

Phone

Number

Not Available

Fax Number

Not Available

From:

marybeth.wynn@fresnocitycollege.edu

Sent:

Friday, May 06, 2016 2:38 PM

To:

Sue E. Stoner

Subject:

RE: News Anchor/Reporter

Congratulations! Your job has been approved to be listed on the web site.

From:

csufresno-csm@symplicity.com

Sent:

Friday, May 06, 2016 1:51 PM

To:

Sue E. Stoner

Subject:

**Employer Registration Approval Needed** 

May 06, 2016, 1:50 pm

Dear:

We have received your registration. Please allow 24 to 72 hours for your registration/job postings to be reviewed and possibly approved.

#### Registrations/Job Postings that will automatically be REJECTED by BulldogLink:

- 1. Teaching abroad.
- 2. Work From Home.
- 3. Jobs requiring people to work out of your home.
- 4. Positions requiring photos.
- 5. Multi-Level-Marketing.
- 6. Positions requiring start-up fees.
- 7. Other positions may be rejected depending on content and legitimacy of your organization.

## CONTACT INFO FOR QUESTIONS, FEEDBACK AND CONCERNS:

Career Services
559-278-2381
careerservices@csufresno.edu

From:

CalJOBS <systemalert@geosolinc.com>

Sent:

Thursday, May 12, 2016 4:02 PM

To:

Sue E. Stoner

Subject:

[BULK] New Job Order Completed

The following Job Order(s) have been added to the CalJOBS.

Job(s) information: Job #: 14836782

Job Title: News Anchor/Reporter Current Status: Veteran Hold

This is an automated email notification. Please do not respond.

You are receiving this email, because you are a registered member of CalJOBS, and you were selected as a recipient for an email from another member, staff, or an automated process. If you would like to unsubscribe to all emails from CalJOBS, Click Here.

Job Order: 14836782 - News Anchor/Reporter

# What would you like to do next?



Search for Candidates that are a good match for this Job This option will allow you to search for online resumes based on your job order's information.



# Edit this job

This option will enable you to edit your newly created Job.



## View all your Job Orders

This option will allow you to review and modify all your job orders



## Add Another Job Order

This option will take you to the Job Order wizard to create and post a job on the virtual OneStop system.



# Return to your Dashboard

Use this option to navigate to your dashboard page and manage jobs, search for candidates, create a candidate search alert (Virtual Recruiter), search available labor market information, schedule appointments on your calendar and manage your message center.



# CENTRAL CALIFORNIA'S NEWSTALK 580/105.9 KMJ HAS A RARE OPPORTUNITY FOR AN EXPERIENCED NEWS ANCHOR/REPORTER.

This is a prime opportunity to thrive in a bustling radio newsroom (a rarity these days). We offer a growth opportunity, in an exceptional news environment with a company that believes in and supports local news.

#### **Ideal Experience:**

- Stellar writing skills and the ability to compellingly communicate any kind of story to attract listeners and keep them wanting more
- Ability to multi-task daily and nimble (i.e.: breaking news, voicing stories, writing, editing and providing website updates)
- Proficient with newsroom technology; computers, smart phones, and editing software
- 2 years delivering news on-air
- Punctual, engaging, bright and dependable like the news we deliver
- Valid driver's license, insurance and acceptable DMV report
- Knowledge of court system and California politics/current events a big plus

Please submit your resume and mp3 samples of your work to: cumulusradio.jobs@cumulus.com with the subject "KMJ Anchor". EOE.

#### What we offer:

- Recognition and reward for outstanding performance
- Competitive pay
- Benefits, vacation and paid holidays offered for all full time employees

Cumulus is an Equal Opportunity Employer.

For immediate consideration, please complete the application process at http://www.cumulus.com/careers.

NACEILINK
CAREER SERVICES MANAGEMENT SYSTEM to software by symplicity

Account Calendar Profile Jobs On Campus Recruiting (OCR) Events

Welcome, Stephanie Whitaker.

Stephanie Whitaker @ Cumulus Media

## job postings

Job Title	ID	Description	Multiple School Posting	Туре	Major (s)	Start	End	Approved	Options
Assistant Business Manager	31711	Cumulus Media's Fresno location is offering a great opportunity to learn the financial side of	24	Full Time		February 02, 2016	February 16, 2016	4	Deactivate
General Sales Manager	31222	Job Description – Fresno, CA Cumulus is on the lookout for an exceptional General Sales	54	Full Time	1970 T	January 12, 2016	January 31, 2016		Deactivate
KMJ News Anchor/Reporter	32248	CENTRAL CALIFORNIA'S NEWSTALK 580/105.9 KMJ HAS A RARE OPPORTUNITY FOR AN EXPERIENCED NEW	.24	Full Time		February 25, 2016	March 10, 2016	ĸ	Deactivate

NACEZIINK CARTER SERVICES MANACER

NACElink Network is a collaboration between NACE, Symplicity, DirectEmployers and your college/university.

Privacy Policy | Terms of Use

#### **Stephanie Lee**

From:

csufresno-csm@symplicity.com

Sent:

Thursday, February 25, 2016 3:07 PM

To:

Stephanie Lee

Subject:

BulldogLink Free Job Posting - Approval Required (Non OCR)

February 25, 2016, 3:07 pm

Dear Stephanie Whitaker:

Thank you for submitting your new "KMJ News Anchor/Reporter" job posting request. Your request has been received, and is currently being reviewed. A confirmation email will be sent to your Primary Contact when the request is approved (24 to 72 hours). Until the request is approved, you may review your request and make changes as necessary.

• You have elected to receive resumes via: email.

## CONTACT INFO FOR QUESTIONS, FEEDBACK AND CONCERNS:

Career Services
559-278-2381
recruiting@csufresno.edu



# Career and Employment Center

FIND IT

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Student Employment

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My control panel

KMJ News anchor/Reporter

Log Out

**Date Job Last** 

Listed

**Employer** 

Cumulus Media

Job Type

Full Time (Off Campus)

**Employer** 

Off Campus

Category

Broadcasting

CENTRAL CALIFORNIA'S NEWSTALK 580/105.9 KMJ HAS A RARE OPPORTUNITY FOR AN EXPERIENCED NEWS ANCHOR/REPORTER. This is a prime opportunity to thrive in a bustling radio newsroom (a rarity these days). We offer a growth opportunity, in an exceptional news environment with a company that believes in and supports local news. Ideal Experience: • Stellar writing skills and the ability to compellingly communicate any kind of story to attract listeners and keep them wanting more • Ability to multi-task daily and nimble ( i.e.: breaking news, voicing stories, writing, editing and providing website updates) • Proficient with newsroom technology; computers, smart phones, and editing software • 2 years delivering news on-air • Punctual,

Job Description

engaging, bright and dependable like the news we deliver . Valid driver's license, insurance and acceptable DMV report • Knowledge of court system and California politics/current events a big

plus Please submit your resume and mp3 samples of your work to:

cumulusradio.jobs@cumulus.com with the subject "KMJ Anchor". EOE. What we offer: • Recognition and reward for outstanding performance • Competitive pay • Benefits, vacation and paid holidays offered for all full time employees Cumulus is an Equal Opportunity Employer. For immediate consideration, please complete the application process at

http://www.cumulus.com/careers.

Job

Requirements

see above

Hours

40.0 hours per week

**Time Frame** 

Contact Person

**Email** 

Stephanie R Whitaker

Address

cumulusradio.jobs@cumulus.com

Work

Location

Not Available

Phone

Not Available

Fax Number

Not Available

# Stephanie Lee

From:

karin.collins@fresnocitycollege.edu

Sent:

Thursday, February 25, 2016 3:26 PM

To:

Stephanie Lee

Subject:

RE: KMJ News anchor/Reporter

Congratulations! Your job has been approved to be listed on the web site.

# Stephanie Lee

From:

Stephanie Lee

Sent:

Thursday, February 25, 2016 2:49 PM

To:

anash@it-email.com; 'meganh@usc.edu'; Karin Collins

(karin.collins@fresnocitycollege.edu); Don Clark (dclark@beonair.com); Terry Cuff

(tcuff@beonair.com); patricia.gutierrez@sjvc.edu

Subject:

**New Career Opportunity** 

**Attachments:** 

KMJ NEWS REPORTER-ANCHOR.pdf

Hi All,

Please post the attached job opening.

Thanks!

# Stephanie Lee (Whitaker)

Cumulus Media | Sales Assistant KSKS-FM | KMJ NOW | KMGV-FM | KWYE-FM p: 559.490.5978 | f: 559.490.5944 1071 West Shaw Ave. | Fresno, CA 93711

Cumulus Media Email Policy

PLEASE NOTE: This message contains confidential information and is intended only for the individual(s) named. Employees of Cumulus Media Inc. and its subsidiaries are prohibited from forwarding this email or otherwise disclosing the contents of this email, or any portion thereof, to any third party, including any non-employee of the respective companies. Failure of an employee to comply with this policy will result in disciplinary action up to and including immediate termination of employment.

## Stephanie Lee

From:

Stephanie Lee

Sent:

Thursday, February 25, 2016 2:50 PM

To:

Sue E. Stoner

Subject:

**New Career Opportunity** 

**Attachments:** 

KMJ NEWS REPORTER-ANCHOR.pdf

Hi Sue,

Please send to BM's the attached job opening.

Thanks!

# Stephanie Lee (Whitaker)

Cumulus Media | Sales Assistant KSKS-FM | KMJ NOW | KMGV-FM | KWYE-FM p: 559.490.5978 | f: 559.490.5944 1071 West Shaw Ave. | Fresno, CA 93711

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California Job Order Print Document

Job Order: 14719058 Print Date: 2/25/2016 2:54:37 PM

Office: 12600 Fresno West (WSB)

LWIA/Region: Fresno Area Workforce Investment

Corporation

**Employer Information:** 

Employer Name: Cumulus Media, Inc.

How to Apply: Via Email Company Website: NA Application Comments:

Location:

Main Address:

Mailing Address:

Cumulus Media, Inc. 1071 West Shaw Ave.

1071 W SHAW AVE

Fresno, CA 93711

FRESNO, CA 93711

Contact:

Contact: Stephanie Whitaker

Title: Administrative Assistant

Phone: (559) 490-5978 x Fax:

Email: cumulusradio.jobs@cumulus.com

Job Details:

Occupational Code: 27301100 Radio and Television Announcers

Job Title: News Anchor

Industry Code: 51511 - Radio Broadcasting

-- Addio bioaucastii

Number of Positions: 1 Referrals: 25

Earliest Date to Display: 2/25/2016

Last Date Job Order Will Display: 5/9/2016

Type of Job: Regular

Job Time Type: Full Time (30 Hours or More)

Duration: Over 150 Days

Special Job Category:

Job Duties and Skills:

Description:

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- Ability to multi-task daily and nimble (i.e.: breaking news, voicing stories, writing, editing and providing website updates)
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- · 2 years delivering news on-air
- · Punctual, engaging, bright and dependable like the news we deliver
- · Valid driver's license, insurance and acceptable DMV report
- · Knowledge of court system and California politics/current events a big plus

Please submit your resume and mp3 samples of your work to: <a href="mailto:cumulus:com">cumulus:com</a> with the

subject "KMJ Anchor". EOE.

#### What we offer:

- · Recognition and reward for outstanding performance
- Competitive pay
- Benefits, vacation and paid holidays offered for all full time employees

Cumulus is an Equal Opportunity Employer.

F	or immediate considerat	tion, please complete the ap	plication process at http://www.cumulus.com/careers
St	oecial Software/Hardware	Skills Needed: No	
-	pecial Skills:		
V	b Requirements:		
	inimum Age:		*
Τe	est Done By: No test requ	uired	Required Tests: NA
	ring Requirements:		
Hi	ring Requirements Other		
Ec	lucation Level: No Minir	num Education Requiremen	nt
	onths of Experience: 24	<del></del>	
Re	quires a Drivers License:	: Yes, Commercial License	Near Public Transportation: Yes
Dr no	ivers License Certification of	on: Commercial Class C Any	single vehicle, or combination of vehicles, that does ther designed to transport 16 or more passengers.
Dr	ivers License Endorseme	nts: No Endorsements	
Co	mpensation and Hours	:	
	nimum Salary:		Maximum Salary:
Pa	y Comments: DOE (Dep	ends on Experience)	
Su	pplemental Compensation	n: No	
Hours per Week: Hours Vary		ry	Actual Hours:
	ift: Other, see job descri	•	
			ation, Holidays, Sick Leave, 401K
	ner Benefits: No Benefits		×
	b Order Information to		
			yed, One-stop staff does not screen applicants
	Application Informati	on Needed:	
	q Section		
<b>V</b>	Contact Information		
1	Employment History	Allow individuals that h	ave never had a job to apply (eg. College graduates)
	<b>Education History</b>		
	Certifications		
	Desired Job Type		
Otl	ner Information:		
Green Job: No			Subsidized by ARRA (Stimulus): No
Featured Job: No			In an Enterprise Zone: No

Federal Contractor: No

**Staff Information:** 

Category: Regular (Non Domestic)

Status: Veteran Hold

Reason: NA

Future Release From Hold: Job Order Followup: 3/26/2016 Court Ordered Affirmative Action: No

Job Developer Mandatory Listing: **NA** Employer Status: **Open and available** 



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The Secret to Becoming a Radio Broadcaster?

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Advanced Search

Posting Post Ads

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This is the ONLY broadcasting school TVandRadioJobs recommends.

Home > Main Menu > Radio

# Preview of Your Ad

Your new ad will appear as displayed below. Your ad contains approximately 207 words and will appear in 1 categories. If you are satisfied with the appearance of your ad, please click on the "Post My Ad" button to place your ad. If you would like to make changes to your ad, please click on the "Go Back" button below or use your browser's "Back" function to go back to the Add form and make your desired changes.

## KMJ News Anchor/Reporter

Categories: Radio

Date

02/25/2016

Posted:

Contact:

Blake Taylor Fresno, CA

Telephone:

93722

E-Mail:

cumulusradio.jobs@cumulus.com

Web Site:

#### Description

CENTRAL CALIFORNIA'S NEWSTALK 580/105.9 KMJ HAS A RARE OPPORTUNITY FOR AN EXPERIENCED NEWS ANCHOR/REPORTER.

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Ideal Experience:

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- Proficient with newsroom technology; computers, smart phones, and editing software

•2 years delivering news on-air

Punctual, engaging, bright and dependable like the news we deliver

·Valid driver's license, insurance and acceptable DMV report

•Knowledge of court system and California politics/current events a big plus

Please submit your resume and mp3 samples of your work to: cumulusradio.jobs@cumulus.com with the subject "KMJ Anchor". EOE.

What we offer:

Recognition and reward for outstanding performance

Competitive pay

·Benefits, vacation and paid holidays offered for all full time employees

Cumulus is an Equal Opportunity Employer.

For immediate consideration, please complete the application process at http://www.cumulus.com/careers.

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**Sports Broadcasting School** 

"If you've never worked in sports broadcasting before, these guys will get you the necessary experience and training you'll need for your first job. Strongly recommended".

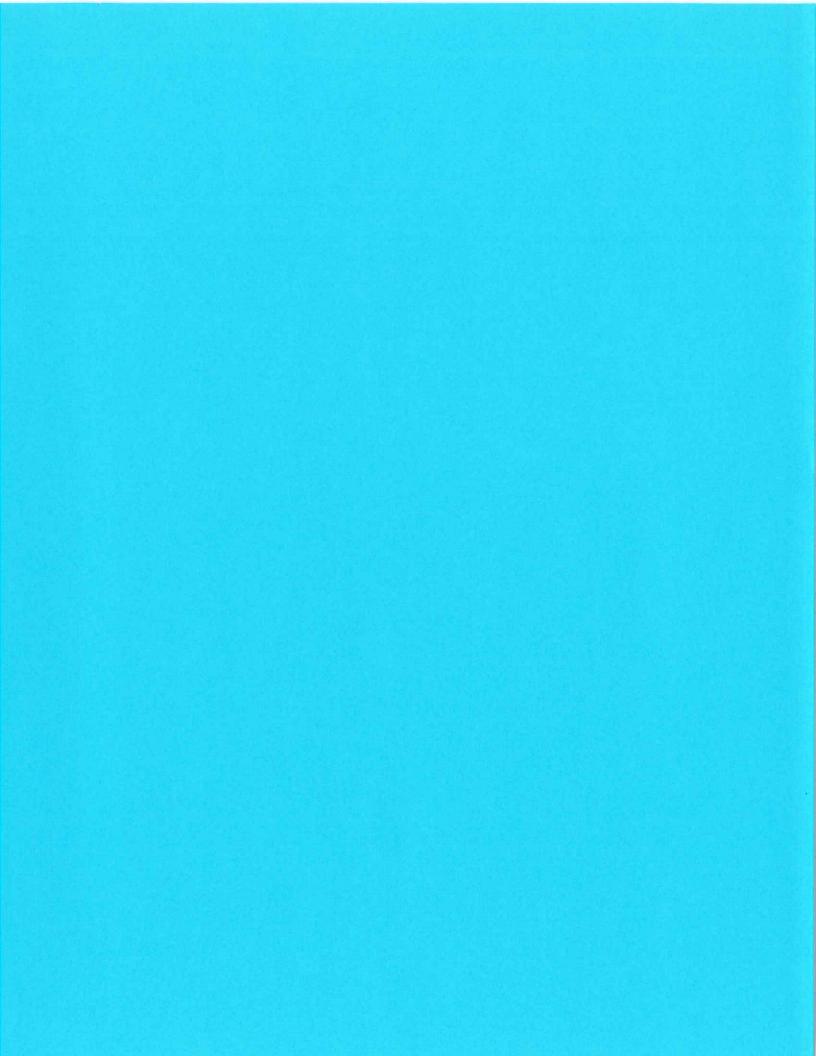
Request Any Service or Product You'd Like to See On This Site



"Need reliable, inexpensive hosting?
This site trusts Hostgator"

Mike Patrick -webmaster TVandRadioJobs.com

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#### Sue E. Stoner

From:

Sue E. Stoner

Sent:

Monday, November 28, 2016 4:23 PM

To:

Subject:

Subject:

Please Post for us

Attachments:

Chief Engineer.docx

Thank you.

Sue Stoner
Business Manager-Fresno
Cumulus Media
559-490-5816
Fax 559-490-4181
Sue.Stoner@cumulus.com



((O) FINE ILS

email is

Cancel Save - Select -Save and Post PENDING REQUISITION Req Status: Pending | Delete ADVANCED OPTIONS Required Fields Req Approval Process JobTitle: Recruiter: Hiring Manager: First Approval Email Chief Engineer Dave Milner Sue Stoner dave.milner@cumulus.com Select Recipient RESEND Open Date: Department: Office: Second Approval Email 11/28/2016 **Engineering and Technical** CA - Fresno sue.stoner@cumulus.com Select Recipient RESEND Optional Internal Only Fields Third Approval Email EEO Select Recipient Technicians Type: **Budgeted Addition** Type: Salary Fourth Approval Email Req ID: 60000 to 70000 Per Year Range: Select Recipient Fifth Approval Email lob Industry. Engineering Engineering Function: Select Recipient Required Internal Only Fields Sixth Approval Email Select Recipient Division: Cumulus Seventh Approval Email Goals (Internal Only) Select Recipient What will the candidate(s) hired for this role be expected to accomplish when employed? Eighth Approval Email Outcome-based hiring has a 90% success rate for hiring A-player talent. These goals will be Select Recipient carried over to a new hire's account through onboarding and can be shown as part of their onboarding packet. Read more Ninth Approval Email Select Recipient Tenth Approval Email Select Recipient ADD GOAL Show Fewer Appprovers [6] Application Process Apply By: Modern Online Profile Job Description Start a new line: Press Shift+Enter Start a new paragraph: Press Enter **Apply Process:** Standard Application Font Size Resume Sections: apply.resume Initial Application Contact Information Education √ Additional Information Application Form Waiver References ... Military **Detailed Application** Applicant Questionnaire Instant Upload Auto Reply Add [+] Instant Upload Auto Reply is off. Job Board Posting Options [+] Company Job Board: Posted Immediately on 11/28/2016 Internal Job Board: Posted Immediately on 11/28/2016

#### **Chief Engineer**

#### Job Summary:

Manages the installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Includes responsibility for telecommunications, computer and networking systems.

#### Who We Are:

A leader in the Radio Broadcasting industry, Cumulus Media Fresno combines high-quality local programming with iconic, nationally syndicated media, sports and entertainment brands to deliver premium content choices to the 245 million people reached each week through its 452 owned-and-operated stations broadcasting in 90 US media markets (including eight of the top 10), more than 8,200 broadcast radio stations affiliated with its Westwood One network and

E	al Job Boar	ds: None Selected
_	Joo Dou.	and thorne believed

Custom Sources: 1. Imdeed-Direct Recoult

2. ZipReoruiter

Vendor Sources: None Selected

Social Networks:

Tweet

Post this req to hundreds of external job boards by clicking on "Save and Post".

Authorized Users		Remove [x]
Yancy McNair	7	
Select User	j	
Select User		
Select User	$\bigcup_{i}$	
Select User		
Select User		

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#### CBC - Students

My Dashboard

Discovery, Owers by Clean her Candidate Search

Job Postings

On Campus Requests

Interviews

Events

Document Library

# Job Posting Details

Managing your job posting:

Click on the icons above to expire, refresh or delete your job.
 To view candidates who have applied, click on the View Applications icon above.

Your job posting activity is listed below

Click the edit icon to make changes to the job details.

Expire

Refresh

Cancel

Сору

#### chief Engineer

Activity

Statust Pending

Date Posted: 11/28/2016

# of Searches Matched: 0

Filled? No V

Application Deadline Date 12/29/2017 11:59 PM

# of Views; 0

View Job Detail

edit job information

#### **POSITION INFORMATION**

Job Title

chief Engineer

Organization Name

Cumulus Media

Organization Description

Cumulus Fresno operates 5 stations in the Fresno metro area: KMJ

AMIFM the Central Valley's top news talk radio station, KSKS FM, the leading country station, KMGV, the leading oldies station and KWYKE, the leading
that AS station, At Cumulus Fresno we
strive to hire passionate, driven, resourceful, problem solvers who have the ability to drive the evolving, diverse culture of the Power of Radio to

Cumulus owns and operates 460 radio stations in 94 U.S. markets, as well as Westwood One Networks, serving over 10,000 stations worldwide. Over 225 million people per week engage with a Cumulus or Westwood One asset making it an exciting and unique career opportunity! We are constantly creating new windows for success and strive to provide world class tools to help you succeed and reach your full potential as an employee. More recently, Cumulus is the proud creator of NASH- an exciting new lifestyle and entertainment brand targeting over 90 million country music fans nationwide.

He, of Openings

Work Schedule

M-F 8:30am to 5:30pm, on call 24/7

Hours per Week

Wage/Salary

60,000-70,000 annually

Employment Start Date

2/1/2018

**Employment End Date** 

Job Description

#### Cumulus Fresno

Chief Engineer Job Summary:

Manages the installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Includes responsibility

for telecommunications, computer and networking systems

General Responsibilities

- Oversee the maintenance of station operation through preventative and corrective maintenance
- Establishes routine maintenance procedures and schedules for all broadcast equipment
- Oversees and assist with the installation and maintenance of control consoles, audio routers, recording equipment, microphones, digital audio systems, transmitter, antennas, control systems, remote equipment, etc.
- Responsibilities include compliance with FCC rules and regulations, budgeting and 24/7 on call.

Education and Licensing:

• Associates or technical degree in Electrical Engineering Technology or related field or equivalent level of experience

SBE CBRE Certification a plus
 Must possess valid driver's license and provide required proof of personal vehicle insurance

#### Qualifications

#### Qualifications/Requirements:

Excellent verbal and written communication skills

- . Interact with management and staff at all levels and ability to multi-task, delegate and handle pressures and deadlines
- · Knowledge of all applicable FCC rules and regulations
- Advanced experience with cluster-wide audio routing, digital audio delivery, EAS, Studio Telephone and engineering IT systems
- Computer literacy in applicable software packages which may include (Microsoft OS and Office Suite, Automation Systems, Novel, Linux, etc.)
- · Ability to Troubleshoot broadcast equipment to the component level
- · Ability to work independently to troubleshoot/repair high-power AM and FM transmitting facilities
- · IT skills including local area and wide area networking
- · Problem-solving ability and skill in prioritizing
- Knowledge of electrical systems, UPS, standby generators and record keeping
- . Knowledge of telephone systems and protocols including POTS, ISDN, T1, DSL and PRI circuits
- · Must be able to lift 50 pounds
- · Minimum 5+ years as Chief Engineer

#### **CONTACT INFORMATION**

Share Contact Information? Do you want to share contact information below with candidates?

Title Name

Business Manager Mrs. Sue Stoner

Address Line 1

1071 W Shaw Ave

Address Line 2

City

Fresno

State

California

Country

United States 93711

Zip Code

sue.stoner@cumulus.com

Email Address Phone Number

559-490-5816

#### POSTING INFORMATION

Job Location

NORTH AMERICA

Job City

Fresno, CA

Position Type Select all that apply.

FT Experience

Some Restrictions - see job description

Position Eligibility

Engineering

Job Function

Media

Job Industry

File Attachment This can be used to upload additional job/company info, application forms, etc.

#### **SCREENING CRITERIA**

Do you want to limit who may apply to this position?

Yes

**Graduate Students** 

Screening Applicants -Classification(s)

Engineering

Screening Applicants - Degree

Screening Applicants - Eligible

Certificate

Screening Applicants - Required U.S. Work Authorization

U.S. Citizen

Screening Applicants - Minimum GPA

#### APPLICATION DETAILS

Job Application Method

Website

Application Web Site

www.cumulus.com/careers

Cover Letter Required?

Yes

Job Posting - Updated By

ue.stoner@cumulus.co

Job Posting - Updated Date

11/28/2016

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Melcame to College Central Network, Home

wica's emerging talent!

Fresno Pacific University

Career Center: (559) 453-2220 | Email

Cumulus Broadcasting

Help

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# **Job Postings**

ea successfully.

Listed below are the jobs that you have posted to Fresno Pacific University.

On Hold: not yet reviewed; displayed on a pink background Pending: reviewed and approved; scheduled to become Active on a future date Under Review: additional information is needed for approval

Active: reviewed and approved; visible to job seekers

Expired: Expiration Date has been reached; no longer visible to job seekers; displayed in red text

Not Approved: reviewed but not approved for display to job seekers

Click the Job ID to view a posting as job seekers will see it.

Click on the

icon to Edit a job posting.

Click on the

icon to Expire an active job posting.

Click on the icon to Repost a job posting.

Post a New Job

Displaying records 1-1 of 1

On Hold

Chief Engineer

Job ID 4806757 Job Type

**Full Time** 

Deadline

12/28/2016

My Employer Account Home Page



# **Cumulus Fresno**Chief Engineer Job Summary:

Manages the installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Includes responsibility for telecommunications, computer and networking systems.

#### Who we are:

Cumulus Fresno operates 5 stations in the Fresno metro area: KMJ AM/FM the Central Valley's top news talk radio station, KSKS FM, the leading country station, KMGV, the leading oldies station and KWYE, the leading Hot AC station. At Cumulus Fresno we strive to hire passionate, driven, resourceful, problem solvers who have the ability to drive the evolving, diverse culture of the Power of Radio to success.

Cumulus owns and operates 460 radio stations in 94 U.S. markets, as well as Westwood One Networks, serving over 10,000 stations worldwide. Over 225 million people per week engage with a Cumulus or Westwood One asset making it an exciting and unique career opportunity! We are constantly creating new windows for success and strive to provide world class tools to help you succeed and reach your full potential as an employee. More recently, Cumulus is the proud creator of NASH- an exciting new lifestyle and entertainment brand targeting over 90 million country music fans nationwide.

#### General Responsibilities:

- Oversee the maintenance of station operation through preventative and corrective maintenance
- Establishes routine maintenance procedures and schedules for all broadcast equipment
- Oversees and assist with the installation and maintenance of control consoles, audio routers, recording equipment, microphones, digital audio systems, transmitter, antennas, control systems, remote equipment, etc.
- Works with local management to coordinate remote broadcasts as needed.
- Responsibilities include compliance with FCC rules and regulations, budgeting and 24/7 on call.

#### Qualifications/Requirements:

Excellent verbal and written communication skills

- Interact with management and staff at all levels and ability to multi-task, delegate and handle pressures and deadlines
- Knowledge of all applicable FCC rules and regulations
- Advanced experience with cluster-wide audio routing, digital audio delivery, EAS, Studio Telephone and engineering IT systems
- Computer literacy in applicable software packages which may include (Microsoft OS and Office Suite, Automation Systems, Novel, Linux, etc.)
- Ability to Troubleshoot broadcast equipment to the component level
- Ability to work independently to troubleshoot/repair high-power AM and FM transmitting facilities
- IT skills including local area and wide area networking
- Problem-solving ability and skill in prioritizing
- Knowledge of electrical systems, UPS, standby generators and record keeping
- Knowledge of telephone systems and protocols including POTS, ISDN, T1, DSL and PRI circuits
- Must be able to lift 50 pounds
- Minimum 5+ years as Chief Engineer

#### Education and Licensing:

- Associates or technical degree in Electrical Engineering Technology or related field or equivalent level of experience
- SBE CBRE Certification a plus
- Must possess valid driver's license and provide required proof of personal vehicle insurance

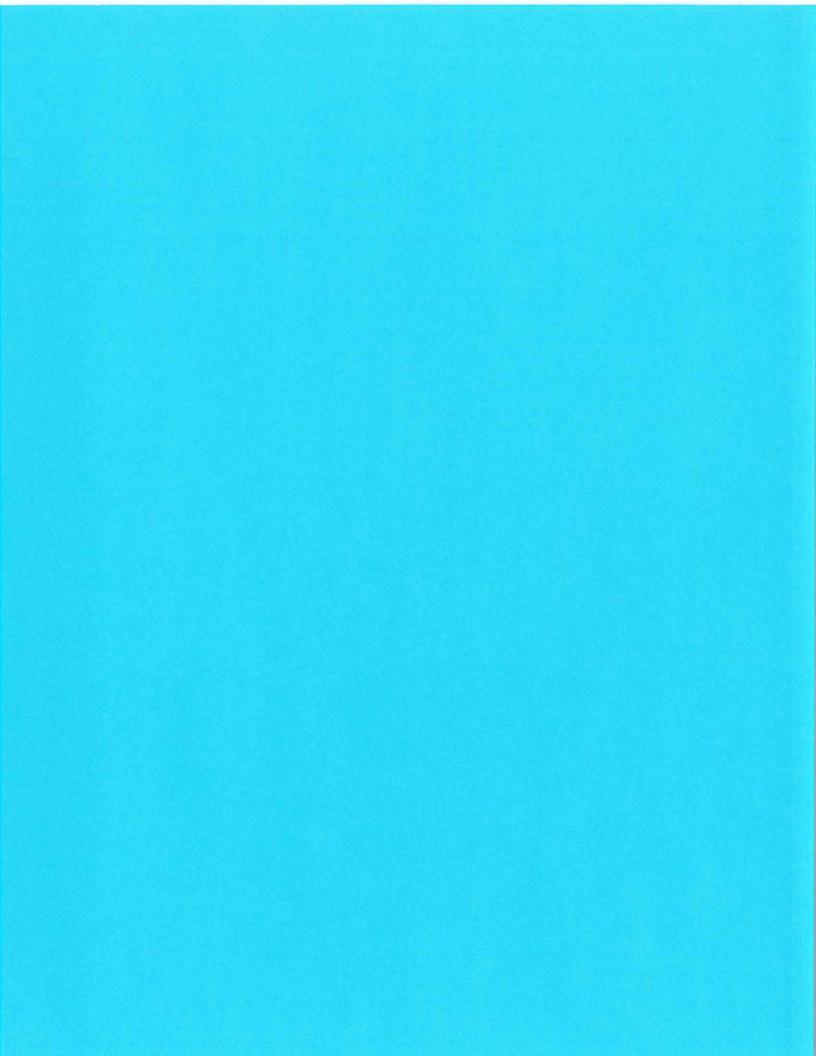
#### What we Offer:

- Cumulus offers an opportunity to embark on a career with the fastest growing media company in the U.S.
- Recognition and reward for outstanding performance.
- Competitive pay and the ability to increase income.
- Benefits, vacation, and paid holidays offered for all full time employees.
- Benefits include: Medical, dental, vision, Health Savings Account with company match, 401K
   with company match, and Life and Disability coverage.

#### Cumulus is an Equal Opportunity Employer.

For immediate consideration, please complete the application process at <a href="http://www.cumulus.com/careers">http://www.cumulus.com/careers</a>

#### No phone calls Please.



**Cumulus Fresno** is looking for a Program Director for legendary Country brand leader KSKS "KSKS Country". (CMA AND ACM award winning station)

As KSKS PD, you will be responsible for leading one of America's most storied Country stations to continued market dominance through precise music curation and scheduling; expert coaching of a veteran, winning air staff; development of eye and ear catching promotions, events and contests; and finding new ways to increase ratings and revenue while ensuring KSKS remains essential to the people of Fresno and Central California. If this sounds like the job you've prepared for and aspired to for your whole career, we want to talk to you!

We would like to talk to all professionals with at least five years of experience as a PD with a winning ratings history. You must have excellent oral and written communications skills, and a proven ability to collaborate with internal and external contacts. We're looking for a team builder and leader. If that's you, let us know.

Resumes, ratings history, references and mp3 should be sent in confidence to <a href="mailto:cumulus:com">cumulus:com</a> with the subject line "Fresno KSKS Country PD".

#### About us

A leader in the Radio Broadcasting industry, Cumulus Media combines high-quality local programming with iconic, nationally syndicated media, sports and entertainment brands to deliver premium content choices to the 245 million people reached each week through its 454 owned-and-operated stations broadcasting in 90 US media markets (including eight of the top 10), more than 8,200 broadcast radio stations affiliated with its Westwood One network and numerous digital channels.

Together, the Cumulus/Westwood One platforms make Cumulus Media one of the few media companies that can provide advertisers with national reach and local impact. Cumulus/Westwood One is the exclusive radio broadcast partner to some of the largest brands in sports and entertainment, including the NFL, the NCAA, the Masters, the Olympics, and the GRAMMY's. Additionally, it is the nation's leading provider of country music and lifestyle content through its NASH brand, which serves country fans nationwide through radio programming, NASH Country Weekly magazine, concerts, licensed products and television / video.

For more information about Cumulus Media, please visit www.cumulus.com

#### What we offer

- Competitive pay
- Collaborative and creative work environment
- Tools, resources and coaching to succeed
- Opportunity for career progression and professional growth
- Recognition and reward for outstanding performance
- Medical, Dental & Vision Insurance package
- 401K with company match to plan for the long term
- · Vacation & Holidays to enjoy the fruits of your labor

Please visit <u>Cumulus.com</u>> Work Here to apply.

Cumulus is an Equal Opportunity Employer.

**Cumulus Broadcasting** 

LPS jobs

Preview

# **Company Overview**

#### Description

We own five radio stations in the Central Valley. Our number one station is KMJ AM which is our News/Talk station, KSKS which is our country station, KMGV is our Oldies station and KWYE which is young adult Hot AC station. If you are looking for a career in broadcasting, this is where you start.

#### **Contact Info**

**Website:** www.cumulus.com **Email:** sue.stoner@cumulus.com

Phone: 559-490-5816 Alternate Phone:

### **Primary Location**

1071 W. Shaw Ave Fresno, California 93711

Company Details						
Locations & Contacts	*					
Add New Job Posting  * Job Title Fresno KSKS Country Program Director						
* Position Type Full-time	Work Schedule  ▼ M-F, Some Weekends	Wage \$80,000 - \$85,000				
* Activation Date 2017-02-07	* Expiration Date 2017-03-31 (Max 90 Days from Activation)	Job Number 1				
☑ This job is offered with benefits						
<ul><li>☑ This job is offered nationwide</li><li>☐ This job can be worked from home</li></ul>						
☐ This job allows telecommuting						

\* Description & Requirements

**Cumulus Fresno** is looking for a Pro. In Director for legendary Country brand leader "KSKS Country". (CMA AND ACM awardwinning station)

As KSKS PD, you will be responsible for leading one of America's most storied Country stations to continued market dominance through precise music curation and scheduling; expert coaching of a veteran, winning air staff; development of eye and ear catching promotions, events and contests; and finding new ways to increase ratings and revenue while ensuring KSKS remains essential to the people of Fresno and Central California. If this sounds like the job you've prepared for and aspired to for your whole career, we want to talk to you!

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- · Vacation & Holidays to enjoy the fruits of your labor

Please visit Cumulus.com> Work Here to apply.

Cumulus is an Equal Opportunity Employer.

#### JOB LOCATIONS AND WHO TO CONTACT

Choose a location and contact below to associate with this jobs posting. Job postings must include either a contact or application instructions.

☑ 1071 W. Shaw Ave, Fresno, California

☑ sue.stoner@cumulus.com ☑ 559-490-5816 No alternate phone available

Add/Edit a Location » Add/Edit a Contact »

**Application Instructions** 

Resumes, ratings history, refer so and mp3 should be sent in confidence with the subject line "Fresno KSKS Country PD".

cumulusradio.jobs@cumulus.com

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· Click on the icons above to expire, refresh or delete your job.

• To view candidates who have applied, click on the View Applications icon above.

· Your job posting activity is listed below.

· Click the edit icon to make changes to the job details.

Expire

Refresh

View Applicants Cancel

Preview Posting Сору

KSKS Country Program Director

Activity

Status: Pending

Date Posted: 2/7/2017

# of Searches Matched: 0

Filled? No ▼

Application Deadline Date 5/8/2017 11:59 PM

# of Views: 0

View Job Detail

edit job information

#### POSITION INFORMATION

Job Title

KSKS Country Program Director

Organization Name

Cumulus Media

Organization Description

#### About us

A leader in the Radio Broadcasting industry, Cumulus Media combines high-quality local programming with iconic, nationally syndicated media, sports and entertainment brands to deliver premium content choices to the 245 million people reached each week through its 454 owned-and-operated stations broadcasting in 90 US media markets (including eight of the top 10), more than 8,200 broadcast radio stations affiliated with its Westwood One network and numerous digital channels.

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For more information about Cumulus Media, please visit www.cumulus.com

No. of Openings

Ì

**Work Schedule** 

M-F, sometimes weekends

Hours per Week

40-50

Wage/Salary

80,000.00 annually 3/1/2017

Employment Start Date

D-----

**Employment End Date** 

Permanent

Job Description

Cumulus Fresno is looking for a Program Director for legendary Country brand leader KSKS "KSKS Country". (CMA AND ACM award winning station)

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Qualifications

We would like to talk to all professionals with at least five years of experience as a PD with a winning ratings history. You must have excellent oral and written communications skills, and a proven ability to collaborate with internal and external contacts. We're looking for a team builder and leader. If that's you, let us know.

Resumes, ratings history, references and mp3 should be sent in confidence to <a href="mailto:cumulus:com">cumulus:com</a> with the subject line "Fresno KSKS Country PD".

#### CONTACT INFORMATION

Share Contact Information?

Do you want to share contact information below with candidates?

Title

**Business Manager** 

Yes

Name

Mrs. Sue Stoner

Address Line 1

1071 W Shaw Ave

Address Line 2

City

Fresno

State

California

Country

United States

Zip Code

93711

**Email Address** 

sue.stoner@cumulus.com

Phone Number

559-490-5816

#### POSTING INFORMATION

Job Location

NORTH AMERICA

Job City

Fresno, CA

Position Type

FT Experience

Select all that apply.

Some Restrictions - see job description

**Position Eligibility** 

Media Production

Job Function Job Industry

Media

FIle Attachment

This can be used to upload additional job/company info, application forms, etc.

#### SCREENING CRITERIA

Do you want to limit who may apply to this position?

Yes

Screening Applicants -

Graduate Students Alumni

Classification(s)

If you do not want to screen on this criteria, please "Select All" answers.

Screening Applicants - Eligible

Major(s)

If you do not want to screen on this criteria, please "Select All" answers.

Agricultural Sciences & Technology Arts & Humanities

A CHAMBATTES
Craig School of Business
Engineering
Health & Human Services
Kremen School of Education & Human Development
Science & Mathematics
Social Sciences

Undeclared/Undecided

Screening Applicants - Degree Level(s)

If you do not want to screen on this criteria, please "Select All" answers.

U.S. Citizen

Certificate

Screening Applicants - Required U.S. Work Authorization

If you do not want to screen on this criteria, please "Select All" answers.

Screening Applicants - Minimum **GPA** 

If you do not want to screen on this criteria, please enter "0" in the box below.

#### **APPLICATION DETAILS**

Job Application Method

**Application Web Site** 

Email Website

Cumulus.com> Work Here to apply

Application email address

io.jobs@cumulus.com

Cover Letter Required?

Yes

Additional Application Document Required?

Yes

Additional Application Document Description

MP3, ratings history, references

Job Posting - Updated By

sue.stoner@cumulus.com

Job Posting - Updated Date

2/7/2017

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California Broadcasters Association | 2/7/2017

Job Details

Job Title: Program Director

Job Category: Programming

Open Date: 2/7/2017

Closing Date: 3/31/2017

Job Type: Full Time

City: Fresno

Zipcode: 93711

State: California

Url: http://www.yourcba.com

Job Details: Cumulus Fresno is looking for a Program

Director for legendary Country brand leader KSKS "KSKS Country". (CMA AND ACM award winning station) As KSKS PD, you will be responsible for leading one of America's most storied Country stations to continued market dominance through precise music curation and scheduling; expert coaching of a veteran, winning air staff; development of eye and ear catching promotions, events and contests; and finding new ways to increase ratings and revenue while ensuring KSKS remains essential to the people of Fresno and Central California. If this sounds like the job you've prepared for and aspired to for your whole career, we want to talk to you! We would like to talk to all professionals with at least five years of experience as a PD with a winning ratings history. You must have excellent oral and written communications skills, and a proven ability to collaborate with internal and external contacts. We're looking for a team builder and leader. If that's you, let us know. Resumes, ratings history, references and mp3 should be sent in

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#### Requirements:

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Salary: \$80,000-\$85,000

Contact Details:

cumulusradio.jobs@cumulus.com Subject line enter Fresno KSKS Country Program

Director

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Note:

ruis employment opportunity will be posted only on the California Broadcasters Association job bank website.

Your job has been posted to the California Broadcasters Association on-line job bank. The FCC has determined that posting on a broadcaster association job bank website alone is not sufficient to satisfy the requirement of achieving "broad outreach" for each full-time employment opportunity but must be accompanied by direct outreach efforts. For a full discussion of the broad outreach requirements, SEE: Review of the Commission's, Broadcast and Cable Equal Employment Opportunity Rules and Policies, MM Docket No. 98-204.

Here is the link: http://hraunfoss.fcc.gov/edocs\_public/attachmatch/FCC-02-303A1.pdf



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# Fresno KSKS Country Program Director

Categories: Radio

Date

02/07/2017

Posted:

Contact:

Patty

Telephone: Hixson

1071

W

Shaw

Ave

Fresno, E-Mail:

cumulusradio.jobs@cumulus.cc

CA

93711

United

States

Web Site:

http://cumulus.com

# Description

Cumulus Fresno is looking for a Program Director for legendary Country brand

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As KSKS PD, you will be responsible for leading one of America's most storied

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Mike Patrick -webmaster TVandRadioJobs.com

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