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October 21, 2021

Ms. Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

Re: **Response to Broadcast EEO Audit Letter**
Cumulus Licensing LLC
Station KWYE(FM), Fresno, California
Facility Identifier Number 18406

Dear Ms. Goldin:

Cumulus Licensing LLC (“Cumulus”), licensee of radio station KWYE(FM), Fresno, California (Facility ID 18406), hereby submits its Response to your letter of August 6, 2021 (“EEO Audit Letter”) concerning the Station’s compliance with the Commission’s Equal Employment Opportunity Rule, 47 C.F.R. § 73.2080. Station KWYE(FM) is part of a station employment unit (“SEU”) based in Fresno, California that includes stations KSKS(FM), Fresno, California (Facility ID 26924), KMJ(AM), Fresno, California (Facility ID 26923), KMJ-FM, Fresno, California (Facility ID 26933), and KMGV(FM), Fresno, California (Facility ID 18409). For this reason, the Cumulus Response to the EEO Audit Letter involves the entire Fresno SEU.

To comply with the procedures presented in Item 4(a) of the aforementioned EEO Audit Letter, Cumulus is uploading its Response into the online public inspection file of each station in this SEU.

October 21, 2021

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If there are any questions about this submission, please contact undersigned counsel to Cumulus Licensing LLC.

Sincerely,


Mark Lipp

Attachment

DECLARATION OF RICHARD S. DENNING

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

I am Executive Vice President and General Counsel of Cumulus Licensing LLC, licensee of radio station KWYE(FM), Fresno, California (Facility ID 18406), which is part of a station employment unit based in Fresno, California, and which includes stations KSKS(FM), Fresno, California (Facility ID 26924), KMJ(AM), Fresno, California (Facility ID 26923), KMJ-FM, Fresno, California (Facility ID 26933), and KMGV(FM), Fresno, California (Facility ID 18409) (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 referenced attachments are being submitted in response to a letter dated August 6, 2020 (the "Audit Letter") from Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement 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. The SEU's response date was extended by Ms. Goldin until October 30 2021.

The SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1) of the FCC's rules.

In response to Question 2(b)(i) 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 included as Attachment A.

The web address of each of the stations in the SEU is as follows: KWYE(FM), www.y101hits.com; KSKS(FM), www.ksks.com; KMJ(AM), www.kmjnow.com; KMJ-FM, www.kmjnow.com; and, KMGV(FM), www.mega979.com. KMJ(AM) is simulcast on KMJ-FM, thus, these Stations share a website.

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

In response to Question 2(b)(ii) 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 included in Attachment B, and, pursuant to the Audit Letter, this response provides one such notice for each position filled. The SEU's standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources. No recruitment sources have notified the SEU that they want to be informed about job openings, as described in §73.2080(c)(1)(ii), which is reflected in Section II of each EEO public file report.

In response to Question 2(b)(iii) of the Audit Letter, the EEO public file reports included in Attachment A as well as the Vacancy Data Forms included in Attachment B contain data regarding (a) the total number of interviewees for each fulltime 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.

In response to Question 2(b)(iv) 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 included in Attachment C. Station personnel involved in the recruitment initiatives are identified in Attachment C as well. The SEU employs a total of forty nine (49) fulltime 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.

In response to 2(b)(v) of the Audit Letter, Cumulus affirms that it is not aware of any pending or resolved discrimination complaints filed against this SEU during the time period covered by this response.

In response to 2(b)(vi) 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 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 station employment unit who have recruitment and hiring responsibility. These materials continue to be an excellent resource. Cumulus also instituted a policy designed to help reduce the inevitable recordkeeping lapses which occur as a result of employee turnover. The SEU's compliance efforts also include identifying Cumulus' efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

Since 2017, Cumulus has engaged ClearCompany, a talent management system, to assist all markets with their recruitment efforts. ClearCompany automatically routed descriptions of job openings to a specific group of recruitment sources. On February 15, 2020, the company changed course and employed the services of CareerBuilder to help it locate, manage and hire talented applicants. It, too, automatically directs descriptions of job openings to certain recruitment sources.

Cumulus hired in-house regulatory counsel, who not only continued to use the reference tools provided by outside counsel, but also developed additional compliance aids to help all station employment units meet FCC EEO requirements. In-house counsel conducted periodic FCC EEO training sessions for all market and business managers and assisted the markets with their EEO public file reports on an annual basis, reviewing vacancy-specific and general outreach efforts and providing recommendations for improvement.

When in-house regulatory counsel left the company, Cumulus retained outside communications counsel to address questions and concerns related to FCC EEO compliance as they arose, and review annual EEO public file reports for all of its station employment units. As General Counsel to Cumulus, I assumed responsibility for conducting comprehensive FCC EEO training sessions, which continue to be mandatory for all market and business managers. During

preparation for these sessions, I conferred with outside counsel to ensure that presentations were up-to-date.

The SEU's Market Manager ("MM") is ultimately responsible for the SEU's EEO program at the local level. The MM is knowledgeable about the company's EEO policies and hiring practices, and works closely with managers in the Market that have hiring authority, as well as the corporate Human Resources department, to ensure that compliance efforts are observed. The MM is involved in the drafting and approving of all job vacancy announcements and oversees all recruitment initiatives, including the organization and implementation of the SEU's physical and virtual job fairs. In addition, she interviews and hires all full-time employees, and reviews the SEU's annual EEO public file reports before they are finalized.

The Business Manager ("BM") is responsible for implementing the SEU's EEO program and maintaining the SEU's Master Recruitment Source List ("MRSL"). The BM makes sure that job postings are appropriately distributed. When the decision is made to hire a new employee in the Market, the BM obtains the necessary information from the hiring manager to post job vacancy announcement(s) with various recruitment sources and notify specific sources via email.

Taking into consideration its supplemental recruitment initiative obligation, this SEU looks forward to hosting the popular and well-attended Central Valley Career Fair every year. This event is typically held at the Sierra Vista Mall in Fresno, an ideal location for attendees coming from Fresno, Clovis, and the Central Valley. This was the Career Fair site in September 2019. The SEU solicited local employers, organized all aspects of the event, and used the power and influence of its four radio stations to invite job seekers to meet some of the Valley's biggest and best employers. The SEU's entire Sales team was present to talk with interested attendees about the exciting career opportunities available in radio and with Cumulus. In September 2020, during a period when the pandemic put a stop to large public gatherings in California, our SEU made all the necessary arrangements to host this event virtually, and the reception it received from local employers and job seekers was grand/impressive.

In response to Question 2(b)(vii) of the Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of its recruitment sources as well as the results generated from its recruitment initiatives. Accordingly, the SEU examines its EEO program on an annual basis, which includes determining which recruitment sources are productive as well as discussions about possible additions to its Master Recruitment Source List. The SEU is also open to new ideas about its general outreach and encourages suggestions from its staff about alternative ways to better inform the Fresno community about career opportunities in broadcasting.

In response to Question 2(b)(viii) 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.


In response to Question 2(b)(ix) of the Audit Letter, Cumulus Licensing LLC is not a religious broadcaster.

[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 18th day of October, 2021.


Richard S. Denning

Attachment A

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
August 1, 2019 – July 31, 2020

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
Account Executive	10-11, 24-30	27
Account Executive	10-11, 24-30	27

This Report was revised in July 2021 and again in October 2021 to address reporting issues.

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2019 – July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Fresno State University Website Submission Only 5150 N Maple Ave Fresno, CA 93740 559-278-2381 www.employer.gradleaders.com	N	0
2	Fresno City College 1101 E University Ave Fresno, CA 93741 559-442-8294 Contact: Phyllis Greenwood www.jobs.fresnocitycollege.edu	N	0
3	Fresno Institute of Technology 732 W Shaw Clovis, CA 93612 Contact: Amanda Nash 559-326-1807 anash@it-email.com	N	0
4	University of Southern California Los Angeles, CA 90089 213-740-2311 Contact: Megan H. meganh@usc.edu	N	0
5	Cal Works 1526 E Weldon Fresno, CA 93704 Contact: Karen Collins 559-442-8286 Karin.collins@fresnocitycollege.edu	N	0

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2019 – July 31, 2020

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 9001 Sweet Valley Drive Valley View, OH 44125 Contact: Don Clark dclark@beonair.com 216-447-9117	N	0
7	The Ohio Center for Broadcasting 1310 Wadsworth Blvd., Ste 100 Lakewood, Co 80214 Contact: Terry Cuff 303-937-7070 tcuff@beonair.com	N	0
8	Employment Development Department Website Submission Only 3303 N Blackstone Ave Fresno, CA 93741 www.caljobs.ca.gov	N	0
9	San Joaquin Valley College 295 E. Sierra Ave Fresno, CA 93710 Contact: Patti Gutierrez Patricia.gutierrez@sjvc.edu 559-448-8282	N	0
10	Station Website Postings (<i>all SEU stations</i>)	N	0
11	Cumulus Business Managers BM@cumulus.com	N	0
12	Fresno Ad Federation P.O. Box 3723 Clovis, Ca 93613 559-916-4436 Contact: Erin Backowski ebackowski@sbcgloal.net	N	0

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2019 – July 31, 2020

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

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2019 – July 31, 2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Madera Tribune 101 E 7th St Madera, CA 93638 559-674-2424 Contact: Alex, Alan or Valentine ellenb@maderatribune.com	N	0
20	Fresno Bee 1627 E Street Fresno, CA 93786 559-441-6117 Contact: Ida Pacheco	N	0
21	Clovis City Hall 1033 Fifth St. Clovis, CA 93612 559-324-2725 Contact: Personnel	N	0
22	Workforce Connection 1900 Mariposa Mall, Ste 280 Fresno, CA 93721 559-499-3707 Contact: Isabel Alvarez Ichavez-alvarez@workforce-connection.com	N	0
23	All Access , www.allaccess.com	N	0
24	Cumulus Careers Website , www.cumulusmediajobs.net	N	3
25	Glassdoor , www.glassdoor.com	N	0
26	LinkUp , www.linkup.com	N	0
27	Employee Referral	N	2
28	Indeed , www.indeed.com	N	0
29	Internal Job Posting	N	0
30	On-Air Announcements (one or more SEU stations)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
August 1, 2019 – July 31, 2020

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Host Job Fair	On September 24, 2019, our SEU hosted the Central Valley Career Fair, which took place 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 Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
2	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On October 25, 2019, our SEU participated in the Fresno City College High School Journalism conference sponsored by Fresno City College. Our News Director moderated a workshop on “Creating News Stories for Radio and Broadcasting.”
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 provides constructive feedback on a daily basis. Two Account Executives participated in this Program during this reporting period.
4	Management level training regarding equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, during which questions were entertained.

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)

EEO PUBLIC FILE REPORT

August 1, 2019 – July 31, 2020

	Type of Recruitment Initiative	Brief Description of Activity
5	Management-level training regarding methods of ensuring equal employment opportunity and the prevention of discrimination and harassment	During the month of January, 2020, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
August 1, 2020 – July 31, 2021

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
Sales Manager	11, 24-26, 28-29, 31-36	28
On-Air Host	24-29, 31-36	27
Sales Manager	11, 24-26, 28-36	30

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
August 1, 2020 – July 31, 2021**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Fresno State University Website Submission Only 5150 N Maple Ave Fresno, CA 93740 559-278-2381 www.employer.gradleaders.com	N	0
2	Fresno City College 1101 E University Ave Fresno, CA 93741 559-442-8294 Contact: Phyllis Greenwood www.jobs.fresnocitycollege.edu	N	0
3	Fresno Institute of Technology 732 W Shaw Clovis, CA 93612 Contact: Amanda Nash 559-326-1807 anash@it-email.com	N	0
4	University of Southern California Los Angeles, CA 90089 213-740-2311 Contact: Megan H. meganh@usc.edu	N	0
5	Cal Works 1526 E Weldon Fresno, CA 93704 Contact: Karen Collins 559-442-8286 Karin.collins@fresnocitycollege.edu	N	0

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2020 – July 31, 2021

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 9001 Sweet Valley Drive Valley View, OH 44125 Contact: Don Clark dclark@beonair.com 216-447-9117	N	0
7	The Ohio Center for Broadcasting 1310 Wadsworth Blvd., Ste 100 Lakewood, Co 80214 Contact: Terry Cuff 303-937-7070 tcuff@beonair.com	N	0
8	Employment Development Department Website Submission Only 3303 N Blackstone Ave Fresno, CA 93741 www.caljobs.ca.gov	N	0
9	San Joaquin Valley College 295 E. Sierra Ave Fresno, CA 93710 Contact: Patti Gutierrez Patricia.gutierrez@sjvc.edu 559-448-8282	N	0
10	Station Website Postings <i>(all SEU stations)</i>	N	0
11	Cumulus Business Managers BM@cumulus.com	N	0
12	Fresno Ad Federation P.O. Box 3723 Clovis, Ca 93613 559-916-4436 Contact: Erin Backowski ebackowski@sbcgloal.net	N	0

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2020 – July 31, 2021

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

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
August 1, 2020 – July 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Madera Tribune 101 E 7th St Madera, CA 93638 559-674-2424 Contact: Alex, Alan or Valentine ellenb@maderatribune.com	N	0
21	Fresno Bee 1627 E Street Fresno, CA 93786 559-441-6117 Contact: Ida Pacheco	N	0
22	Clovis City Hall 1033 Fifth St. Clovis, CA 93612 559-324-2725 Contact: Personnel	N	0
23	Workforce Connection 1900 Mariposa Mall, Ste 280 Fresno, CA 93721 559-499-3707 Contact: Isabel Alvarez Ichavez-alvarez@workforce-connection.com	N	0
24	All Access , www.allaccess.com	N	2
25	Cumulus Careers Website , www.cumulusmedia.jobs.net	N	2
26	Glassdoor , www.glassdoor.com	N	0
27	Employee Referral	N	1
28	Indeed (<i>not directly contacted by SEU</i>) www.indeed.com	N	3
29	Internal Job Posting	N	3
30	Internal Transfer/Promotion	N	1
31	Adzuna , www.adzuna.com	N	0
32	Job is Job , www.jobisjob.com	N	0

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2020 – July 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	My Job Helper , www.myjobhelper.com	N	0
34	Oodle , www.oodle.com	N	0
35	The Job Spider , www.jobspider.com	N	0
36	Trovit , www.trovit.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			12

KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT
 August 1, 2020 – July 31, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Host Virtual Job Fair	On September 16, 2020, our SEU hosted and participated in the Central Valley Virtual Career Fair. Our SEU secured the website, solicited local employers, organized all the logistical aspects of the event and promoted the event over the air on our stations and websites. Our SEU also participated as a local employer. Our Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
2	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On March 18, 2021, our SEU participated in the Cooper Academy “March Toward Your Future” symposium, sponsored by Fresno Unified School District. Our News/Talk Host discussed her career in broadcasting, during which she explained what a typical day in broadcasting is like, the challenges broadcasters face, and the impact radio has on the community.
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 provides constructive feedback on a daily basis.

Attachment B

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive 1	Date Filled: 09/23/2019
Recruitment Source ("RS") Referring Hiree: Employee Referral (RS # 27)	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
10.	Station Website Postings (<i>all SEU stations</i>)	N	0
11.	Cumulus Business Managers BM@cumulus.com	N	0
24.	Cumulus Careers Website , www.cumulusmediajobs.net	N	3
25.	Glassdoor , www.glassdoor.com	N	0
26.	LinkUp , www.linkup.com	N	0
27.	Employee Referral	N	2
28.	Indeed , www.indeed.com	N	0
29.	Internal Job Posting	N	0
Total Interviewees			5

First Name	Date Applied	Position Title	Req Open Date	Req Close Date	Department	Office	Source Type	Source Name
Lon	08/31/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Tara	08/28/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Michael	08/27/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Yolanda	08/25/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Joshua	08/12/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Omar	08/12/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Sophia	08/11/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
VCedric.	08/11/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	ZipRecruiter Apply
Jeff	08/10/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	ZipRecruiter Apply
Zachary	08/10/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
David	08/10/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Michael	08/09/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Breon	08/09/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Yvette	09/26/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Jennifer	09/20/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	ZipRecruiter Apply
Marium	09/18/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Carlos	09/13/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Morgan	09/11/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Matthew	09/06/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Megan	10/29/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	ZipRecruiter Apply
Leo	10/17/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Andrea	10/10/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Michael	10/09/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Christina	11/13/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Janet	11/11/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Public Career Site	Public Career Site
Maria	11/09/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Chara	11/08/2019	Account Executive - Experienced	08/09/2019	12/06/2019	Sales	Fresno	Job Board	Indeed
Rolando	01/31/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Christophe	01/31/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Seth	01/31/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Daisy	01/31/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Breon	01/30/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Tony	01/30/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Nicole	01/30/2020	Account Executive	01/30/2020		Sales	Fresno	Public Career Site	Public Career Site
Joseph	02/07/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	ZipRecruiter Apply
Jeremy	02/07/2020	Account Executive	01/30/2020		Sales	Fresno	Public Career Site	Public Career Site
Maria	02/04/2020	Account Executive	01/30/2020		Sales	Fresno	Public Career Site	Public Career Site
Erik	02/03/2020	Account Executive	01/30/2020		Sales	Fresno	Job Board	Indeed
Alison	02/03/2020	Account Executive	01/30/2020		Sales	Fresno	Public Career Site	Public Career Site

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive 2	Date Filled: 02/10/2020
Recruitment Source ("RS") Referring Hiree: Employee Referral (RS # 27)	Total Number of Interviewees: See VDF for Account Executive 1

Please note that Account Executives 1 and 2 were part of the same recruitment effort. See the Vacancy Data Form for Account Executive 1 for recruitment and interviewee information. An additional recruitment source, **On-Air Announcements**, began advertising this open position in December 2019.

ORDER

Orders
Order / Rev: 333340
Alt Order #:
Product Desc: digital HR recruitment
Estimate:
Flight Dates: 12/13/19 - 01/26/20
Original Date / Rev: 12/11/19 / 12/23/19
Order Type: PROMO
Primary AE: Corporate House
Sales Office: L-FRE
Sales Region: Local
KMJ-AM/FM

Agency Name: Promos
Buying Contact:
Billing Contact:
 3280 Peachtree Road
 Atlanta, GA 30305
Billing Type: Cash
Billing Calendar: Broadcast
Billing Cycle: EOM/EOC
Agency Commission: 0%

Advertiser Name: Promos
Demographic: A25-54
Product Codes: Promo
Revenue Code 1: DIR
Revenue Code 2: GEN
Revenue Code 3: GEN
Priority: P-100
New Business Thru:
Advertiser External ID:
Agency External ID:
Unit Code: General
Order Separation: 00:15:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
11/25/19	12/29/19	40	\$0.00	\$0.00
12/30/19	01/26/20	60	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
December 2019	40	\$0.00	\$0.00	0.00
January 2020	60	\$0.00	\$0.00	0.00
Totals	100	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Corporate House	L-FRE	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KMJA	12/13/19	01/26/20	M-Su Extended Prime M-Su	CM	6a-12a	MTWTFSS	:30	15	\$0.00	P-90	0.00	NM	100	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 12/09/19	12/15/19	----FSS		15				\$0.00		0.00			
		Week: 12/16/19	12/22/19	MTWTFSS		15				\$0.00		0.00			
	<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>		<u>Start/End Time</u>				<u>Weekdays</u>		<u>Length</u>	<u>Rate</u>	<u>Rtg</u>	<u>Type</u>
	17	KMJA	12/16/19-12/22/19	M-Su Extended Prime		6a-12a				MTWThFSaSu		:30	(\$0.00)	0.00	NM
				Credited [Remnant]											
	19	KMJA	12/16/19-12/22/19	M-Su Extended Prime		6a-12a				MTWThFSaSu		:30	(\$0.00)	0.00	NM
				Credited [Remnant]											
	20	KMJA	12/16/19-12/22/19	M-Su Extended Prime		6a-12a				MTWThFSaSu		:30	(\$0.00)	0.00	NM
				Credited [Remnant]											
	21	KMJA	12/16/19-12/22/19	M-Su Extended Prime		6a-12a				MTWThFSaSu		:30	(\$0.00)	0.00	NM
				Credited [Remnant]											
	25	KMJA	12/16/19-12/22/19	M-Su Extended Prime		6a-12a				MTWThFSaSu		:30	(\$0.00)	0.00	NM
				Credited [Remnant]											
		Week: 12/23/19	12/29/19	MTWTFSS		15				\$0.00		0.00			

Order / Rev: 333340
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KMJ-AM/FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>			
		Week: 12/23/19	12/29/19	MTWTFSS					15	\$0.00		0.00			
		Week: 12/30/19	01/05/20	MTWTFSS					15	\$0.00		0.00			
		Week: 01/06/20	01/12/20	MTWTFSS					15	\$0.00		0.00			
		Week: 01/13/20	01/19/20	MTWTFSS					15	\$0.00		0.00			
		Week: 01/20/20	01/26/20	MTWTFSS					15	\$0.00		0.00			
													Totals	100	\$0.00

ORDER

Orders
Order / Rev: 333342
Alt Order #:
Product Desc: digital HR recruitment
Estimate:
Flight Dates: 12/13/19 - 01/26/20
Original Date / Rev: 12/11/19 / 01/27/20
Order Type: PROMO
Primary AE: KSKS-FM
Sales Office: Corporate House
Sales Region: L-FRE
Local

Agency
Name: Promos
Buying Contact:
Billing Contact:
 3280 Peachtree Road
 Atlanta, GA 30305
Billing Type: Cash
Billing Calendar: Broadcast
Billing Cycle: EOM/EOC
Agency Commission: 0%

Advertiser
Name: Promos
Demographic: A25-54
Product Codes: Promo
Revenue Code 1: DIR
Revenue Code 2: GEN
Revenue Code 3: GEN
Priority: P-100
New Business Thru:
Advertiser External ID:
Agency External ID:
Unit Code: General
Order Separation: 00:15:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
11/25/19	12/29/19	14	\$0.00	\$0.00
12/30/19	01/26/20	45	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
December 2019	14	\$0.00	\$0.00	0.00
January 2020	45	\$0.00	\$0.00	0.00
Totals	59	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Corporate House	L-FRE	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KSKS	12/13/19	01/26/20	M-Su Extended Prime M-Su	CM	6a-12a	MTWTFSS	:30	15	\$0.00	P-90	0.00	NM	59	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>		<u>Rate</u>		<u>Rating</u>					
		Week: 12/09/19	12/15/19	----FSS		15		\$0.00		0.00					

Order / Rev: 333342
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KSKS-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>			<u>Spots/Week</u>			<u>Rate</u>			<u>Rating</u>		
Week:		12/09/19	12/15/19	----FSS			15			\$0.00			0.00		
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>		<u>Start/End Time</u>		<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>		<u>Rtg</u>	<u>Type</u>			
1	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
2	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
3	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
4	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
5	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
6	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
8	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
9	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
10	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
11	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
12	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
13	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
15	KSKS	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		-----FSaSu	:30	(\$0.00)		0.00	NM			
Credited [Remnant]															
Week:		12/16/19	12/22/19	MTWTFSS			15			\$0.00			0.00		

Order / Rev: 333342
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KSKS-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>			
Week:		12/16/19	12/22/19	MTWTFSS					15	\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>		<u>Description</u>		<u>Start/End Time</u>			<u>Weekdays</u>	<u>Length</u>		<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
16	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
17	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
18	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
19	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
20	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
21	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
22	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
23	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
24	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
25	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
26	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
27	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
29	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
30	KSKS	12/16/19-12/22/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
Week:		12/23/19	12/29/19	MTWTFSS					15	\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>		<u>Description</u>		<u>Start/End Time</u>			<u>Weekdays</u>	<u>Length</u>		<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
33	KSKS	12/23/19-12/29/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
34	KSKS	12/23/19-12/29/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
38	KSKS	12/23/19-12/29/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
45	KSKS	12/23/19-12/29/19		M-Su Extended Prime		6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
Week:		12/30/19	01/05/20	MTWTFSS					15	\$0.00		0.00			
Week:		01/06/20	01/12/20	MTWTFSS					15	\$0.00		0.00			

Order / Rev: 333342
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KSKS-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>			
Week:		01/06/20	01/12/20	MTWTFSS					15	\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>			<u>Weekdays</u>	<u>Length</u>		<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
69	KSKS	01/06/20-01/12/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
70	KSKS	01/06/20-01/12/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
Week:		01/13/20	01/19/20	MTWTFSS					15	\$0.00		0.00			
79	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
80	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
81	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
82	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
83	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
84	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
85	KSKS	01/13/20-01/19/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
Week:		01/20/20	01/26/20	MTWTFSS					15	\$0.00		0.00			
94	KSKS	01/20/20-01/26/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
96	KSKS	01/20/20-01/26/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
98	KSKS	01/20/20-01/26/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
99	KSKS	01/20/20-01/26/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
100	KSKS	01/20/20-01/26/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
105	KSKS	01/20/20-01/26/20	M-Su Extended Prime			6a-12a			MTWThFSaSu	:30		(\$0.00)	0.00	NM	
Credited [Remnant]															
													Totals	59	\$0.00

ORDER

Orders
 Order / Rev: 333329
 Alt Order #: _____
 Product Desc: digital HR recruitment
 Estimate: _____
 Flight Dates: 12/13/19 - 01/26/20
 Original Date / Rev: 12/11/19 / 01/27/20
 Order Type: PROMO
 Primary AE: KMGV-FM
 Sales Office: Corporate House
 Sales Region: L-FRE
 Local: _____

Agency
 Name: Promos
 Buying Contact: _____
 Billing Contact: _____
 3280 Peachtree Road
 Atlanta, GA 30305
 Billing Type: Cash
 Billing Calendar: Broadcast
 Billing Cycle: EOM/EOC
 Agency Commission: 0%

Advertiser
 Name: Promos
 Demographic: A25-54
 Product Codes: Promo
 Revenue Code 1: DIR
 Revenue Code 2: GEN
 Revenue Code 3: GEN
 Priority: P-100
 New Business Thru: _____
 Advertiser External ID: _____
 Agency External ID: _____
 Unit Code: General
 Order Separation: 00:15:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
11/25/19	12/29/19	40	\$0.00	\$0.00
12/30/19	01/26/20	49	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
December 2019	40	\$0.00	\$0.00	0.00
January 2020	49	\$0.00	\$0.00	0.00
Totals	89	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Corporate House	L-FRE	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KMGV	12/13/19	01/26/20	M-Su Extended Prime M-Su	CM	6a-12a	MTWTFSS	:30	15	\$0.00	P-90	0.00	NM	89	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>		<u>Rate</u>		<u>Rating</u>					
		Week: 12/09/19	12/15/19	----FSS		15		\$0.00		0.00					
		Week: 12/16/19	12/22/19	MTWTFSS		15		\$0.00		0.00					
	<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>		<u>Start/End Time</u>		<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>	<u>Rtg</u>	<u>Type</u>			
	18	KMGV	12/16/19-12/22/19	M-Su Extended Prime		6a-12a		MTWThFSaSu	:30	(\$0.00)	0.00	NM			
				Credited [Remnant]											
	19	KMGV	12/16/19-12/22/19	M-Su Extended Prime		6a-12a		MTWThFSaSu	:30	(\$0.00)	0.00	NM			
				Credited [Remnant]											
	20	KMGV	12/16/19-12/22/19	M-Su Extended Prime		6a-12a		MTWThFSaSu	:30	(\$0.00)	0.00	NM			
				Credited [Remnant]											
	21	KMGV	12/16/19-12/22/19	M-Su Extended Prime		6a-12a		MTWThFSaSu	:30	(\$0.00)	0.00	NM			
				Credited [Remnant]											
	24	KMGV	12/16/19-12/22/19	M-Su Extended Prime		6a-12a		MTWThFSaSu	:30	(\$0.00)	0.00	NM			
				Credited [Remnant]											
	Week: 12/23/19	12/29/19	MTWTFSS			15		\$0.00		0.00					

Order / Rev: 333329
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KMGV-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 12/23/19	12/29/19	MTWTFSS		15				\$0.00		0.00			
		Week: 12/30/19	01/05/20	MTWTFSS		15				\$0.00		0.00			
		Week: 01/06/20	01/12/20	MTWTFSS		15				\$0.00		0.00			
		Week: 01/13/20	01/19/20	MTWTFSS		15				\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>				<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
79	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
80	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
84	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
85	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
86	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
87	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
89	KMGV	01/13/20-01/19/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
		Week: 01/20/20	01/26/20	MTWTFSS		15				\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>				<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
97	KMGV	01/20/20-01/26/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
98	KMGV	01/20/20-01/26/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
99	KMGV	01/20/20-01/26/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
100	KMGV	01/20/20-01/26/20	M-Su Extended Prime			6a-12a				MTWThFSaSu	:30	(\$0.00)	0.00	NM	
			Credited												
			[Remnant]												
													Totals	89	\$0.00

ORDER

Orders
 Order / Rev: 333351
 Alt Order #: _____
 Product Desc: digital HR recruitment
 Estimate: _____
 Flight Dates: 12/13/19 - 01/26/20
 Original Date / Rev: 12/11/19 / 01/24/20
 Order Type: PROMO
 Primary AE: KWYE-FM
 Sales Office: Corporate House
 Sales Region: L-FRE
 Local

Agency
 Name: Promos
 Buying Contact: _____
 Billing Contact: _____
 3280 Peachtree Road
 Atlanta, GA 30305
 Billing Type: Cash
 Billing Calendar: Broadcast
 Billing Cycle: EOM/EOC
 Agency Commission: 0%

Advertiser
 Name: Promos
 Demographic: A25-54
 Product Codes: Promo
 Revenue Code 1: DIR
 Revenue Code 2: GEN
 Revenue Code 3: GEN
 Priority: P-100
 New Business Thru: _____
 Advertiser External ID: _____
 Agency External ID: _____
 Unit Code: General
 Order Separation: 00:15:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
11/25/19	12/29/19	76	\$0.00	\$0.00
12/30/19	01/26/20	110	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
December 2019	76	\$0.00	\$0.00	0.00
January 2020	110	\$0.00	\$0.00	0.00
Totals	186	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Corporate House	L-FRE	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KWYE	12/13/19	01/26/20	M-Su Extended Prime M-Su	CM	6a-12a	MTWTFSS	:30	30	\$0.00	P-90	0.00	NM	186	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 12/09/19	12/15/19	----FSS		30				\$0.00		0.00			
	<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>		<u>Start/End Time</u>		<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>		<u>Rtg</u>	<u>Type</u>		
	2	KWYE	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		----FSaSu	:30	(\$0.00)		0.00	NM		
				Credited [Remnant]											
	3	KWYE	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		----FSaSu	:30	(\$0.00)		0.00	NM		
				Credited [Remnant]											
	14	KWYE	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		----FSaSu	:30	(\$0.00)		0.00	NM		
				Credited [Remnant]											
	106	KWYE	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		----FSaSu	:30	(\$0.00)		0.00	NM		
				Credited [Remnant]											
	108	KWYE	12/09/19-12/15/19	M-Su Extended Prime		6a-12a		----FSaSu	:30	(\$0.00)		0.00	NM		
				Credited [Remnant]											
	Week:	12/16/19	12/22/19	MTWTFSS		30				\$0.00		0.00			

Order / Rev: 333351
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KWYE-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount	
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>				
Week:		12/16/19	12/22/19	MTWTFSS					30	\$0.00		0.00				
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>		<u>Description</u>					<u>Start/End Time</u>	<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>	<u>Rtg</u>	<u>Type</u>		
19	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
20	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
21	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
24	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
25	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
123	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
125	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
126	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
134	KWYE	12/16/19-12/22/19		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
Week:		12/23/19	12/29/19	MTWTFSS					30	\$0.00		0.00				
Week:		12/30/19	01/05/20	MTWTFSS					30	\$0.00		0.00				
Week:		01/06/20	01/12/20	MTWTFSS					30	\$0.00		0.00				
Week:		01/13/20	01/19/20	MTWTFSS					30	\$0.00		0.00				
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>		<u>Description</u>					<u>Start/End Time</u>	<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>	<u>Rtg</u>	<u>Type</u>		
80	KWYE	01/13/20-01/19/20		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
82	KWYE	01/13/20-01/19/20		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
184	KWYE	01/13/20-01/19/20		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
185	KWYE	01/13/20-01/19/20		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
187	KWYE	01/13/20-01/19/20		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
195	KWYE	01/13/20-01/19/20		M-Su Extended Prime				6a-12a	6a-12a	MTWThFSaSu	:30	(\$0.00)	0.00	NM		
Credited [Remnant]																
Week:		01/20/20	01/26/20	MTWTFSS					30	\$0.00		0.00				

Order / Rev: 333351
 Alt Order #:
 Flight Dates: 12/13/19 - 01/26/20

Advertiser: Promos
 Product Desc: digital HR recruitment
 Estimate:
 KWYE-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>			
Week:		01/20/20	01/26/20	MTWTFSS					30	\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>		<u>Weekdays</u>	<u>Length</u>	<u>Rate</u>		<u>Rtg</u>	<u>Type</u>		
98	KWYE	01/20/20-01/26/20	M-Su Extended Prime			6a-12a		MTWThFSaSu	:30	(\$0.00)		0.00	NM		
Credited [Remnant]															
105	KWYE	01/20/20-01/26/20	M-Su Extended Prime			6a-12a		MTWThFSaSu	:30	(\$0.00)		0.00	NM		
Credited [Remnant]															
202	KWYE	01/20/20-01/26/20	M-Su Extended Prime			6a-12a		MTWThFSaSu	:30	(\$0.00)		0.00	NM		
Credited [Remnant]															
209	KWYE	01/20/20-01/26/20	M-Su Extended Prime			6a-12a		MTWThFSaSu	:30	(\$0.00)		0.00	NM		
Credited [Remnant]															
													Totals	186	\$0.00

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
VACANCY DATA FORM**

Full-Time Job Title: Sales Manager 1	Date Filled: 06/07/2021
Recruitment Source ("RS") Referring Hiree: Indeed Website (RS # 28)	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
11.	Cumulus Business Managers BM@cumulus.com	N	0
24.	All Access , www.allaccess.com	N	0
25.	Cumulus Careers Website , www.cumulusmedia.jobs.net	N	2
26.	Glassdoor , www.glassdoor.com	N	0
28.	Indeed (<i>not directly contacted by SEU</i>) www.indeed.com	N	1
29.	Internal Job Posting	N	2
30.	Internal Transfer/Promotion	N	1
31.	Adzuna , www.adzuna.com	N	0
32.	Job is Job , www.jobisjob.com	N	0
33.	My Job Helper , www.myjobhelper.com	N	0
34.	Oodle , www.oodle.com	N	0
35.	The Job Spider , www.jobspider.com	N	0
36.	Trovit , www.trovit.com	N	0
Total Interviewees			6

From: Tim Lyons
Sent: Wednesday, March 17, 2021 2:46 PM
To: BM <BM@cumulus.com>
Subject: Job posting - Fresno

Tim Lyons
Business Manager
Cumulus – Fresno
1071 W Shaw Ave
Fresno, CA
559.490.5814 (O)
Tim.lyons@cumulus.com

General Sales Manager

CUMULUS MEDIA | Fresno, CA is looking for a dynamic, self-motivated **General Sales Manager** to drive revenue in our market. The General Manager provides leadership to station's local sales efforts by giving direction, training and feedback to sales team. Assist account executives in prospecting, developing and maintaining direct and new business, as well as local agency business, to assure established sales goals are met.

We are looking for someone who lives by our FORCE Cumulus values; WE are Focused, Responsible, Collaborative and Empowered! If you are looking for a great culture and professional environment, then Cumulus could be the home for you.

CUMULUS | Fresno, CA currently features 5 stations in the Fresno, CA area and surrounding counties. Our stations include: 97.9 KMGV-FM - Rhythmic Oldies, 93.7 KSKS-FM - Country, 101.1 KWYE-FM - Hot A/C, 580/105.9 KMJ AM/FM News/Talk.

Key Responsibilities:

- Develop and implement a sales plan that will meet station's revenue goals with emphasis on customer-focused selling to direct, new direct, vertical categories, digital, NTR, station features and major account sales
- Identify, recruit, train, coach, manage and develop high-performance Sales talent and build a successful team to ensure continued top-line growth
- Maintain an ongoing recruitment effort to ensure top quality team, always having a bench of 3 or more candidates
- Attend high profile account presentations; provide coaching and leadership to sales team
- Conduct regular one-on-one meetings with Sales Team members to evaluate pending business for conversion and note in CRM accordingly
- Participate and lead Sales staff meetings and training sessions
- Manage inventory and reporting in Stratus/Wide Orbit
- Manage administrative functions connected with forecasting revenue, rate, pricing and order approvals
- Actively participate in business & community associations with the intention of developing extensive relationships with local influencers and decision makers
- Develop and build relationships with clients by providing quality customer service
- Lead communication with other departments to assure quality service when placing orders and arranging promotions
- Oversee special event sales
- Provide managerial assistance in local and national rate negotiations, sales plans and budgeting
- Develop creative, solution oriented, customer-focused revenue programs and ancillary sales projects
- Oversee and manage expenses of the Sales organization
- Generate revenue from personal account list

Qualifications:

- 5 years of experience in broadcast sales, sales management and mentoring experience preferred with a proven track record of success in the radio industry
- Proficient in all aspects of radio and digital sales, including use of quantitative/qualitative research, event development, and multiple-platform/integrated sales expertise
- Familiar with the management of CRM systems, budget procedures, daily sales accountability and recognition programs, inventory management and collections procedures
- Bachelor's Degree in Business, Communications, Marketing or related field is preferred
- Proficient in Microsoft Office suite, social networking platforms
- Highly developed training and coaching skills including; skills in organization, delegating, interviewing and motivating sales people
- Demonstrate high energy level and achievement-oriented attitude toward sales, sales training and education, and client relations
- Excellent presentation skills
- Flexible and creative
- Digitally savvy

What we offer:

- Competitive pay with performance based bonus structure
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask "what if" and try innovative solutions
- Recognition and reward for outstanding performance
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit <https://www.cumulusmedia.com/careers/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).

Referencing requisition 000941 - Sales Manager

Edit job posting Sales Manager 000941  

Career Site & Manual Options Posting History

Postings history

Date modified ▾	Career Site Go Live Date ▾	Career Site Expiration Date ▾	User ▾	Action ▾
05/05/2021 08:49:56	03/16/2021	05/14/2021	mbouchillon	Suspension
03/16/2021 13:41:02	03/16/2021	05/14/2021	timothy.lyons	Send to publish

Sales Manager (941/594)

[Delete](#)

Sales Manager March 16, 2021 12:48 PM [N. America > USA > California > Fresno County > Fresno](#)
[Resend \(with changes\)](#)

Board Name	Clicks	Activity	Status	Activity
Azura	0	Posted: March 16, 2021 12:48 PM Removed: April 13, 2021 12:48 PM	✓ Expired	
Classdoor.com	0	Posted: March 16, 2021 12:48 PM Removed: March 23, 2021 12:48 PM	✓ Expired	
Job to Job	0	Posted: March 16, 2021 12:48 PM Removed: April 15, 2021 12:48 PM	✓ Expired	
Job Spider	0	Posted: March 16, 2021 12:48 PM Removed: April 15, 2021 12:48 PM	✓ Expired	
MyJobHelper	0	Posted: March 16, 2021 12:48 PM Removed: March 23, 2021 12:48 PM	✓ Expired	
Code	0	Posted: March 16, 2021 12:48 PM Removed: March 23, 2021 12:48 PM	✓ Expired	
Trout	0	Posted: March 16, 2021 12:48 PM Removed: March 23, 2021 12:48 PM	✓ Expired	

Name	Application Date	Requisition Title	Requisition Custom	Referral Source	Hire Date
Rudy	3/20/2021	Sales Manager	Fresno, CA	Indeed	
Michael	4/28/2021	Sales Manager	Fresno, CA	Front-Office	
Gregory	3/18/2021	Sales Manager	Fresno, CA	Indeed	
William	4/7/2021	Sales Manager	Fresno, CA	Front-Office	
James	3/17/2021	Sales Manager	Fresno, CA	Indeed	
Conner	3/18/2021	Sales Manager	Fresno, CA	Front-Office	
Conner	3/23/2021	Sales Manager	Fresno, CA	Front-Office	
Conner	3/24/2021	Sales Manager	Fresno, CA	Front-Office	
Tim	3/18/2021	Sales Manager	Fresno, CA	Front-Office	6/1/2021
Javier	3/20/2021	Sales Manager	Fresno, CA	Front-Office	
David	3/22/2021	Sales Manager	Fresno, CA	Front-Office	
Darrell	3/23/2021	Sales Manager	Fresno, CA	Front-Office	
Brianna	4/9/2021	Sales Manager	Fresno, CA	Front-Office	
Alexis	4/12/2021	Sales Manager	Fresno, CA	Front-Office	
Mariah	4/18/2021	Sales Manager	Fresno, CA	Front-Office	
Nichole	4/29/2021	Sales Manager	Fresno, CA	Front-Office	
Mark	5/11/2021	Sales Manager	Fresno, CA	Front-Office	
Duke	5/21/2021	Sales Manager	Fresno, CA	Front-Office	
William	5/9/2021	Sales Manager	Fresno, CA	Front-Office	
Brianna	5/8/2021	Sales Manager	Fresno, CA	Front-Office	
Trevor	5/7/2021	Sales Manager	Fresno, CA	Indeed	
John	5/9/2021	Sales Manager	Fresno, CA	Front-Office	
darrell	5/17/2021	Sales Manager	Fresno, CA	Front-Office	
Jim	5/17/2021	Sales Manager	Fresno, CA	Front-Office	
Melissa	5/21/2021	Sales Manager	Fresno, CA	Indeed	6/7/2021
Brandie	5/25/2021	Sales Manager	Fresno, CA	Front-Office	



The designation "Front-Office" noted above refers to the Cumulus Careers website.

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
VACANCY DATA FORM**

Full-Time Job Title: On-Air Host	Date Filled: 05/14/2021
Recruitment Source ("RS") Referring Hiree: Employee Referral (RS # 27)	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
24.	All Access, www.allaccess.com	N	2
25.	Cumulus Careers Website, www.cumulusmedia.jobs.net	N	0
26.	Glassdoor, www.glassdoor.com	N	0
27.	Employee Referral	N	1
28.	Indeed (not directly contacted by SEU) www.indeed.com	N	2
29.	Internal Job Posting	N	1
31.	Adzuna, www.adzuna.com	N	0
32.	Job is Job, www.jobisjob.com	N	0
33.	My Job Helper, www.myjobhelper.com	N	0
34.	Oodle, www.oodle.com	N	0
35.	The Job Spider, www.jobspider.com	N	0
36.	Trovit, www.trovit.com	N	0
Total Interviewees			6

Referencing requisition 001024 - On-Air Host/News Anchor

Edit Job posting On-Air Host/News Anchor 001024  

Career Site & Manual Options Posting History



Posting ID *

001024



Career Site Posting Template:

Website

Career Site Go Live Date *

04/15/2021  

Career Site Expiration Date *



05/06/2021  




Length (in days) *

22

Directing applicants from job boards to *

Cumulus Media

-  1. Post to your career sites
- Cumulus Media (Public Site)
-  2. Post automatically to job boards (next step)
 - Adzuna - (Deactivated)
 - Glassdoor.com - (Deactivated)
 - Jobs Job - (Deactivated)
 - The Job Spider - (Deactivated)
 - MyJobHelper - (Deactivated)
 - Oodle - (Deactivated)
 - Trovit - (Deactivated)

Apply Online URL  View Posting  Direct Import Email 

Update Career Site

Posting List (1)

Name	Application Date	Requisition Title	Requisition Custom	Referral Source	Hire Date
Rebekah	4/19/2021	On-Air Host/News Anchor	Fresno	Indeed	
Wyatt	4/19/2021	On-Air Host/News Anchor	Fresno	Front-Office	
Greg	4/21/2021	On-Air Host/News Anchor	Fresno	Front-Office	
Brandon	4/22/2021	On-Air Host/News Anchor	Fresno	Indeed	
Zachary	4/23/2021	On-Air Host/News Anchor	Fresno	Indeed	
Zyntia	4/23/2021	On-Air Host/News Anchor	Fresno	Front-Office	
Kelsey	4/24/2021	On-Air Host/News Anchor	Fresno	Indeed	
Kelsey	4/28/2021	On-Air Host/News Anchor	Fresno	Indeed	
Mark	4/25/2021	On-Air Host/News Anchor	Fresno	Indeed	
James	4/27/2021	On-Air Host/News Anchor	Fresno	Indeed	
Glenn	4/30/2021	On-Air Host/News Anchor	Fresno	Front-Office	

The designation "Front-Office" noted above refers to the Cumulus Careers website.

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
VACANCY DATA FORM**

Full-Time Job Title: Sales Manager 2	Date Filled: 06/01/2021
Recruitment Source ("RS") Referring Hiree: Internal Transfer/Promotion (RS # 30)	Total Number of Interviewees: See VDF for Sales Manager 1

Please note that Sales Managers 1 and 2 were part of the same recruitment effort. See the Vacancy Data Form for Sales Manager 1 for specific recruitment and interviewee information.

Attachment C

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Host Job Fair	On September 24, 2019, our SEU hosted the Central Valley Career Fair, which took place 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 Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
2	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On October 25, 2019, our SEU participated in the Fresno City College High School Journalism conference sponsored by Fresno City College. Our News Director moderated a workshop on "Creating News Stories for Radio and Broadcasting."
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 provides constructive feedback on a daily basis. Two Account Executives participated in this Program during this reporting period.
4	Management level training regarding equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, during which questions were entertained.

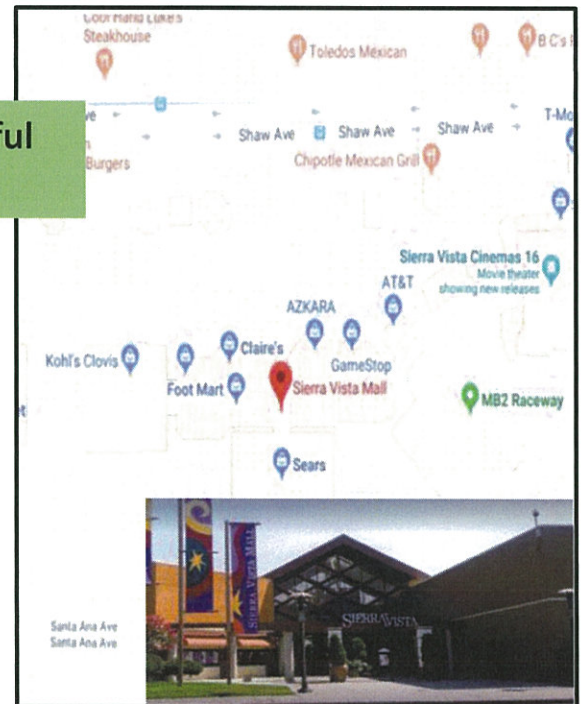
**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT**

	Type of Recruitment Initiative	Brief Description of Activity
5	Management-level training regarding methods of ensuring equal employment opportunity and the prevention of discrimination and harassment	During the month of January, 2020, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal as well as California law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

**KMJ(AM), KMJ-FM, KSKS(FM), KMGV(FM), KWYE(FM)
EEO PUBLIC FILE REPORT**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Host Virtual Job Fair	On September 16, 2020, our SEU hosted and participated in the Central Valley Virtual Career Fair. Our SEU secured the website, solicited local employers, organized all the logistical aspects of the event and promoted the event over the air on our stations and websites. Our SEU also participated as a local employer. Our Sales Managers and Account Executives attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
2	Participate in event/program sponsored by educational institutions relating to career opportunities in broadcasting	On March 18, 2021, our SEU participated in the Cooper Academy "March Toward Your Future" symposium, sponsored by Fresno Unified School District. Our News/Talk Host discussed her career in broadcasting, during which she explained what a typical day in broadcasting is like, the challenges broadcasters face, and the impact radio has on the community.
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 provides constructive feedback on a daily basis.



Today, talented prospective employees are hard to find, unless you're at the 2019 Fall Career Fair September 24th from 10am-1pm @ The Sierra Vista Mall!

We use the power of 4 Giant Central Valley radio stations to invite "Career Upgraders" and Job Seekers alike to meet some of the valley's biggest and best employers.

"Great networking between companies." Placement Pros

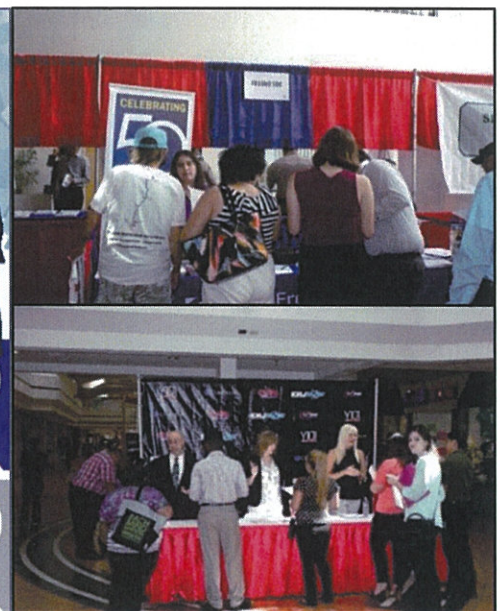
"I hired 3 people." RV's for Less

"It's getting better each year." H & R Block

"Thank you for allowing us to be a part of this wonderful event." Clovis Adult School

"We set up 66 crew member interviews and hired nearly 50 of them, also we interviewed 8 potential management candidates, hiring 4. The Cumulus Career Fair was a huge success for us and well worth every dollar". Wendy's





BOOTH SPONSOR Choose your booth size and any optional marketing!

Standard Booth Space: \$450

- 6x8 booth space
- 6' table, table drape/skirt, 2 chairs plus signage with company name

PLUS SPONSOR LINKS ON EVENT PAGES OF 4 STATION WEBSITES

Or Premium Island Booth Space: \$1,000

- 16x8 booth space
- 8' table, table drape/skirt, 2 chairs plus signage with company name

PLUS SPONSOR LINKS ON EVENT PAGES OF 4 STATION WEBSITES

Add on a Y101, KISS, or Mega Radio Campaign to promote your openings with a radio schedule aimed at thousands of potential employees.

- 25 :30 second commercials airing the week of the career fair.
- 25 :30 second matching streaming commercials.
- Free commercial writing and production.

, Investment: \$950

Optional Geo-Fence Digital Retargeting Campaign.

Remind them that they saw you at Career Fair with a **50,000 impression** digital ad campaign served to event attendees plus the zip code of your choice during the two weeks after the event. Track them right back to your website with custom utm codes.

Investment: \$400

Total \$ _____

Signature _____

Date _____

**Terms/Conditions: Non-cancellable. Paperwork & final payment are due at signing. Premium Booth space will be determined first come first serve.



From: Liz Kern <Liz.Kern@cumulus.com>
Sent: Friday, October 25, 2019 5:01 PM
To: Tim Lyons
Cc: Liz Kern
Subject: RE: LIZ KERN -KMJ OUTREACH

FRESNO CITY COLLEGE

INFO BELOW.....

Hello Vanessa and Liz,

Thank you for agreeing to present a workshop at the FCC High School Journalism Conference on Friday, October 25. We have students from throughout the Central Valley who have registered to attend the wide variety of workshops being offered by journalism professionals like you.

We have attached helpful handouts, including; hints on your presentation; information about the technology available in the classrooms you will be using; and a map of the Old Administration Building (OAB).

You will also find directions for obtaining a free campus parking permit for that day. Be advised that although Fridays tend to have better availability of parking, parking is always a challenge on our campus. Please allow yourself sufficient time to locate a parking space. We would like all presenters to check-in just inside the Main Entrance of the OAB at least 20 minutes before your session is scheduled to begin. All workshops will be held in classrooms in the OAB.

The schedule for the conference is as follows:

8:30-9:00 Coffee and pastries for presenters and teachers
9:00-9:50 Opening Session in the OAB 251
9:30-10:40 Session 1 Workshops
10:50-12:00 Session 2 Workshops
12:15-12:45 Awards Ceremony in OAB 251

You are scheduled to present:

Session 1 - Creating News Stories for Broadcast and Radio (OAB 180)

See you on Friday!

Kathleen Schock, Dympna Ugwu-Oju & Lynn Badertscher

559 360-3777 559 696-0783 559 260-8343

Kathleen Schock, Ed.D.

Adjunct Faculty - Journalism

559.360.3777

-----Original Message-----

From: Tim Lyons

Sent: Friday, October 25, 2019 1:59 PM

To: Liz Kern <Liz.Kern@cumulus.com>

Subject: Re: LIZ KERN -KMJ OUTREACH

Thanks Liz. Location?

Tim Lyons

Business Manager

Cumulus Media

1071 W. Shaw Ave.

Fresno, CA 93711

(559) 490-5814

> On Oct 25, 2019, at 1:26 PM, Liz Kern <Liz.Kern@cumulus.com> wrote:

>

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.



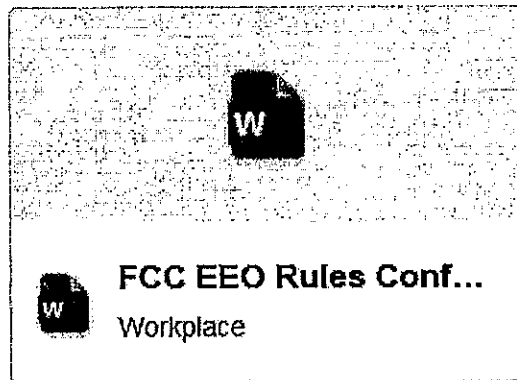
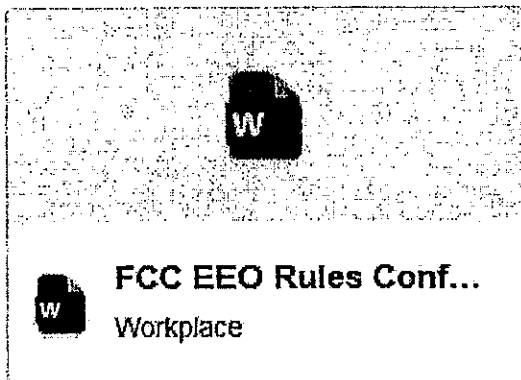
Richard Denning uploaded 2 files.

53 mins



Ladies and Gentlemen: As mentioned on the last Market Manager call, the training session on the FCC's EEO rules will be held this Wednesday, July 22. Based on your schedules, you will be able to participate either in an 11:00 am EST session or a 4:00 pm EST session. The join-in instructions for the respective sessions are attached. If you have any questions, please do not hesitate to call me at 678-640-9746.

Best, Richard.





Think HR

CERTIFICATE OF ACHIEVEMENT

This is to certify that

Patricia Hixson

has completed the course:

Workplace Harassment Prevention for Managers in California
(AB1825/2053/SB 1343), Connecticut & Maine

January 6, 2020



CERTIFICATE OF ACHIEVEMENT

This is to certify that

Timothy Lyons

has completed the course:

Workplace Harassment Prevention for Managers in California
(AB1825/2053/SB 1343), Connecticut & Maine

January 5, 2020

A banner for the 2020 Central California Virtual Job Fair. The background is a blue-toned cityscape with silhouettes of people wearing virtual reality headsets. The text is overlaid in white and blue. The main title is '2020 CENTRAL CALIFORNIA VIRTUAL JOB FAIR' in large, bold, blue letters with a white outline. Below it, the date and time are 'WEDNESDAY, SEPTEMBER 16TH 9AM-12PM' in white, bold letters.

2020 CENTRAL CALIFORNIA VIRTUAL JOB FAIR

**WEDNESDAY, SEPTEMBER 16TH
9AM-12PM**

You can reserve, build, pay for and host your Job Fair booth from anywhere the recent pandemic has you working from. We'll be inviting more than a Half Million local potential job seekers via 4 big radio stations along with social and digital media.

While hosting your virtual booth, you'll be able to meet with prospective employees' face to face via a virtual meeting room embedded in your booth on the site. Upload links to job descriptions, employment sites and event videos to play live on your booth.

Job seekers will have access to a "message us" button along with your booth materials 5 days before the event via a sneak peak promotion and 10 days afterwards in an "in case you missed it" promotion.

Web Event Schedule

Sep 11th – Sep 15th – Sneak peak for job seekers.

Sep 16th 9am-Noon – Live Virtual Event.

Sep 17th – 27th – "In case you missed it" promotion.

Your Virtual Booth Includes

- Space for your Company logo and bullet points describing your employment opportunities.
- Link space for collateral/employment application material.
- Opportunity for a YouTube Video to run when your booth is clicked on.
- A "Message Us" button active throughout the life of the posting.
- A virtual meeting room (Platform of your choice) to engage with job seekers during the live event

. Reserve Your Booth Right Now at:

[CLICK HERE!](https://eventhub.net/events/2020-Central-California-Virtual-Job-Fair_2025)

https://eventhub.net/events/2020-Central-California-Virtual-Job-Fair_2025

Recruiters! Get your openings filled! The Central California Virtual Job Fair is coming to a computer screen near you! Cumulus Media is using the 4 of the most powerful radio stations plus social to promote this timely event. Over Half a Million Radio listeners from all over Central California will be invited to attend Wednesday September 16th from 9am to noon for a chance to chat with Valley Employers like you looking for their next super star. Get your space now and get your next employee superstar!

l

INVOICE



KWYE-FM
 1071 W. Shaw Ave.
 Fresno, CA 93711
 Main: (559) 490-5803
 Billing: (559) 490-5956

Property	KWYE-FM		
Invoice #	BB2629268	Order #	547217
Invoice Date	09/20/20	Alt Order #	
Invoice Month	September 2020	Deal #	
Invoice Period	08/31/20 - 09/15/20	Flight Dates	08/04/20 - 09/15/20
Advertiser	Promos		
Product	CV Job Fair		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Fresno CA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling			
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

Promos
Attention: Accounts Payable
3280 Peachtree Road
Suite 2200
Atlanta, GA 30305

Send Payment To:

KWYE-FM
Cumulus Media- Fresno
3603 Momentum Place
Chicago, IL 60689-5336

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	08/04/20	09/15/20	M-Su	6a-12a	MTWTFSS	:30	35	\$0.00	NM	
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 08/31/20 09/06/20 MTWTFSS 50 \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
143	KWYE	Th	09/03/20	10:21 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
299	KWYE	F	09/04/20	10:24 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
168	KWYE	F	09/04/20	11:18 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
162	KWYE	F	09/04/20	12:27 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
296	KWYE	Su	09/06/20	10:41 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
167	KWYE	Su	09/06/20	11:38 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
298	KWYE	Su	09/06/20	12:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
165	KWYE	Su	09/06/20	1:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
163	KWYE	Su	09/06/20	2:45 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
297	KWYE	Su	09/06/20	5:41 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
151	KWYE	Su	09/06/20	7:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 09/07/20 09/13/20 MTWTFSS 50 \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
302	KWYE	M	09/07/20	6:41 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
179	KWYE	M	09/07/20	1:17 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
301	KWYE	M	09/07/20	2:24 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
177	KWYE	M	09/07/20	6:19 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
178	KWYE	M	09/07/20	6:36 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
204	KWYE	M	09/07/20	8:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
176	KWYE	M	09/07/20	9:38 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
185	KWYE	M	09/07/20	11:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
180	KWYE	Tu	09/08/20	9:40 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
183	KWYE	Tu	09/08/20	11:22 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
184	KWYE	Th	09/10/20	11:41 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
202	KWYE	Th	09/10/20	1:22 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
312	KWYE	Th	09/10/20	3:45 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
181	KWYE	Th	09/10/20	10:18 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

INVOICE

Send Payment To:



KWYE-FM
Cumulus Media- Fresno
3603 Momentum Place
Chicago, IL 60689-5336

Invoice #	BB2629268	Invoice Month	September 2020
Invoice Date	09/20/20	Invoice Period	08/31/20 - 09/15/20
Advertiser	Promos		
Product	CV Job Fair		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	08/04/20	09/15/20	M-Su	6a-12a	MTWTFSS	:30	35	\$0.00	NM	
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
207	KWYE	Th	09/10/20	10:42 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
203	KWYE	Th	09/10/20	11:17 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
192	KWYE	Th	09/10/20	11:38 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
310	KWYE	F	09/11/20	9:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
190	KWYE	F	09/11/20	10:25 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
208	KWYE	F	09/11/20	11:18 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
191	KWYE	Sa	09/12/20	6:20 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
311	KWYE	Sa	09/12/20	8:16 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
205	KWYE	Sa	09/12/20	8:35 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
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197	KWYE	Sa	09/12/20	7:19 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
199	KWYE	Sa	09/12/20	7:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
188	KWYE	Sa	09/12/20	8:38 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
196	KWYE	Sa	09/12/20	9:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
304	KWYE	Sa	09/12/20	9:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
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186	KWYE	Sa	09/12/20	11:19 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
182	KWYE	Sa	09/12/20	11:42 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
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313	KWYE	Su	09/13/20	7:49 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
305	KWYE	Su	09/13/20	8:19 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
309	KWYE	Su	09/13/20	10:22 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
306	KWYE	Su	09/13/20	1:37 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
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210	KWYE	Su	09/13/20	3:43 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
307	KWYE	Su	09/13/20	4:25 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
189	KWYE	Su	09/13/20	4:45 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
314	KWYE	Su	09/13/20	5:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
308	KWYE	Su	09/13/20	6:27 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
187	KWYE	Su	09/13/20	8:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
198	KWYE	Su	09/13/20	8:43 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
206	KWYE	Su	09/13/20	9:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
194	KWYE	Su	09/13/20	10:50 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
209	KWYE	Su	09/13/20	11:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
315	KWYE	Su	09/13/20	11:42 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>					
	09/14/20	09/20/20	MT-----	35	\$0.00					
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
214	KWYE	M	09/14/20	11:22 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
227	KWYE	M	09/14/20	11:42 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
224	KWYE	M	09/14/20	12:26 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
217	KWYE	M	09/14/20	1:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
215	KWYE	M	09/14/20	3:18 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
225	KWYE	M	09/14/20	5:31 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
220	KWYE	M	09/14/20	5:49 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
219	KWYE	M	09/14/20	6:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

INVOICE

Send Payment To:



KWYE-FM
Cumulus Media- Fresno
3603 Momentum Place
Chicago, IL 60689-5336

Invoice #	BB2629268	Invoice Month	September 2020
Invoice Date	09/20/20	Invoice Period	08/31/20 - 09/15/20
Advertiser	Promos		
Product	CV Job Fair		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	08/04/20	09/15/20	M-Su	6a-12a	MTWTFSS	:30	35	\$0.00	NM	
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type										
213	KWYE	M	09/14/20	7:22 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
212	KWYE	M	09/14/20	7:40 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
218	KWYE	M	09/14/20	8:22 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
226	KWYE	M	09/14/20	8:42 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
245	KWYE	M	09/14/20	9:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
216	KWYE	M	09/14/20	9:40 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
223	KWYE	M	09/14/20	10:21 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
222	KWYE	M	09/14/20	10:48 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
211	KWYE	M	09/14/20	11:41 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
243	KWYE	Tu	09/15/20	6:42 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
241	KWYE	Tu	09/15/20	8:01 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
238	KWYE	Tu	09/15/20	9:43 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
221	KWYE	Tu	09/15/20	10:38 AM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
242	KWYE	Tu	09/15/20	12:22 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
230	KWYE	Tu	09/15/20	2:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
233	KWYE	Tu	09/15/20	3:24 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
237	KWYE	Tu	09/15/20	4:49 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
229	KWYE	Tu	09/15/20	6:25 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
228	KWYE	Tu	09/15/20	6:42 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
235	KWYE	Tu	09/15/20	7:25 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
239	KWYE	Tu	09/15/20	8:42 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
232	KWYE	Tu	09/15/20	9:17 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
240	KWYE	Tu	09/15/20	9:38 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
244	KWYE	Tu	09/15/20	10:16 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
234	KWYE	Tu	09/15/20	10:40 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
236	KWYE	Tu	09/15/20	11:20 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM
231	KWYE	Tu	09/15/20	11:39 PM	M-Su	6a-12a	:30	CV Job Fair Y101	\$0.00	NM

Total Spots 96

DUE NET 30: 1.5% Service Fee on Credit Cards

Net Total \$0.00

Invoice Balance as of 10/21/21 12:24:27 PM PT \$0.00

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

From: Frances Logan <Frances.Logan@cumulus.com>
Sent: Thursday, March 18, 2021 12:13 PM
To: Tim Lyons
Subject: Cooper Academy Career Guest Speaker Confirmation

Hi Tim,

Here are the details on that event I'm doing today.

Get [Outlook for iOS](#)

From: Frances Echeverria <frances967@gmail.com>
Sent: Thursday, March 18, 2021 8:38 AM
To: Frances Logan
Subject: [EXT] Fwd: Cooper Academy Career Guest Speaker Confirmation

Sent from my iPhone

Begin forwarded message:

From: Michael Yates1 <Michael.Yates2@fresnounified.org>
Date: February 26, 2021 at 9:18:43 AM PST
To: Frances Echeverria <frances967@gmail.com>
Subject: Cooper Academy Career Guest Speaker Confirmation

Hi Frances,

Thank you for agreeing to be a Guest Speaker during Cooper Academy's MARCH Toward Your Future! Thank you for taking the time out of your busy schedule to speak with our students, we are so excited you agreed to join us. There is a LOT of information in this email, so please read it all the way through. We are taking the entire month of March to provide our students with activities and experiences to help them start thinking about and preparing for their future and you are big part of that!

As a Guest Speaker, there are two main focuses for your discussion with students,

- 1) Share your passion for what you do! There is nothing better than feeling someone's passion for their work and career and our students will be just as excited as you are about your work.
- 2). Tell your story. The best experiences we have had with presenters have been with those who blend explaining their career with their personal story. Think of this as a ride as Disneyland, your excited and enthusiasm doesn't come from the details like ride velocity or how many feet of track there may be, but from the experience! Share your experience with us and help us understand why you love your job. Additionally, because this will be a virtual presentation, I would highly encourage the use of visual aids. This could be in the form of a PowerPoint Presentation with pictures and video, showing off a project or by doing a demonstration.

As the student's School Counselor my main goal is for this experience to be an enjoyable one and also for my students to be exposed to careers they might otherwise have had the opportunity to experience, thank you for taking the time to help make this happen.

What to Expect:

Students are all virtual, so please keep in mind that there may be parents, siblings and relatives in ear shot of your presentation

Students will be HIGHLY encouraged to turn on cameras, but this is not something that we can make mandatory.

We will be posting this as an opportunity for students and they will choose if they would like to come, so your audience will be more invested than if we asked everyone to attend

No pressure! Come, hang out, share your story and career with us and have some fun!

Questions to think about (You don't need to answer or talk about all of them, just food for thought)

Why did you choose this career?

What do you love about this career?

What can MS students who are interested in following your path think about now to prepare?

What school subjects are important to your career?

What challenges do you face?

What does a typical day or week look like for you?

What impact does your job, career, industry have on the world? Why is it important?

Meeting Details:

Date and Time: Mar 18, 2021 12:30 PM

Duration: 30 mins (~20-25 for presentation, ~5-10 for questions)

Zoom Link:

Mike Yates is inviting you to a scheduled Zoom meeting.

Topic: Frances (Skippy) Echeverria - Radio Personality/Therapist

Time: Mar 18, 2021 12:30 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/87341362713?pwd=ajhXU3hCRVlOSGJlV0JtaXVzZ3psUT09>

Meeting ID: 873 4136 2713

Passcode: cooper

Mike Yates

School Counselor

Cooper Academy

For the most up to date information during School Closures, please check the following sources;

Website: www.fresnounified.org/schools/cooper

Facebook: @CooperAcademy

Instagram: @cooperacademy_activities

@mryates_cooper

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