



**KFIG-AM, KFPT-AM, KYNO-AM, KFRR-FM, KJFX-FM,  
KJWL-FM, KWDO-FM  
EEO PUBLIC FILE REPORT  
August 1, 2017 - July 31, 2018**

**I. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS No.</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>California State University, Fresno</b> Mass Communication & Journalism 2225 E. San Ramon Ave M/S MF 10 Fresno, CA 93740 559-278-2087 Katherine Adams	N	0
2	<b>California State University, Fresno</b> Career Development Center 5241 N. Maple M/S TA 61 Fresno, CA 93740 559-278-2381 Debbie Young	N	0
3	<b>California State University, Fresno</b> 5245 N. Backer M/S PB7 Fresno, CA 93740 559-278-2341 Dr. K. C. Chen	Y	1
4	<b>LinkedIn</b> www.linkedin.com	N	0
5	<b>craigslist.org</b> http://www.craigslist.org	N	0
6	<b>Indeed.com</b> www.indeed.com	Y	12
7	<b>The Fresno Bee</b> Job Classifieds 1626 E. Street Fresno, CA 93786 559-441-6111	N	0
8	<b>allaccess.com</b> http://allaccess.com	Y	0
9	<b>California State University, Fresno</b> 5245 N. Backer M/S PB7 Fresno, CA 93740 559-278-4985 Michaeala Bojorquez-Ford	Y	0

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10	<b>Fresno City College</b> 1101 E. University Avenue Fresno, CA 93741 559-442-8294 Charleszette Day	Y	0

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11	<b>Fresno Chamber of Commerce</b> 2331 Fresno Street Fresno, CA 93721 Phone: 559-495-4800 Madelean Perea	N	0
12	<b>Fresno Area Hispanic Foundation</b> 1444 Fulton Street Fresno, CA 93721 Phone: 559-222-8705 Sandra Vidrio	Y	0
13	<b>Walk-In / Unsolicited</b>	N	1
14	<b>Non-Employee Referral</b>	N	2
15	<b>Employee Referral</b>	N	1
16	<b>Internal Job Posting</b>	N	0
17	<b>Internship Program</b>	N	
18	<b>Station Websites</b> www.957thefox.com www.newrock1041.fm www.993now.fm www.940espnfresno.com	N	0
19	<b>Glasdoor.com</b> www.glasdoor.com	N	0
20	<b>Monster.com</b> www.monster.com	N	0
21	<b>Facebook.com</b> www.facebook.com	N	
22	<b>CareerBuilder.com</b> www.careerbuilder.com	N	0

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23	<b>Fresno Pacific University</b> 1717 S Chestnut Ave Fresno, CA 93702 559-453-7150 Alicia Andrade	Y	0
24	<b>Express Employment Professionals</b> 7411 N. Cedar Ave # 101 Fresno, CA 93720 559-738-7822 Maggie Luna	Y	1
	<b>AppleOne Employment Services</b>		

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25	45 River Park PI W #101 Fresno, CA 93720 559-435-8762 Lorenzo Ramirez	Y	3
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**TOTAL INTERVIEWEES OVER REPORTING PERIOD**

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Shadow/Mentoring Program	New Account Executives shadowed General Sales Manager ("GSM") during training period. GSM assists in job training, information of key station departments/personnel, goal setting and constructive feedback daily. Four Account Executives participate during this reporting period.
2	Internship Program	On-going, open-enrollment program all year long. Potential interns apply through direct email contact, Indeed, Job posting through Stations' website, or school/college. After initial introductory period, intern is paired with one of the staff to shadow and assist. Interns were asked about their interest, and placed in department related to their interest. In this reporting period, there are a total of 18 interns.