

KYNO-AM, KFRR-FM, KJFX-FM, KJWL-FM, KWDO-FM
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

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	# of Interviewees	Hire Date
Business Manager	1	5	3	1/2/2025

I. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Denham Resources 567 W Shaw Ave Ste C1 Fresno, CA 93704 Kathy Bray	N	5
2	On-Air Advertisement	N	1

TOTAL INTERVIEWEES OVER REPORTING PERIOD

6

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
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. Two 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 2 interns.
3	SCCC Foundation Sponsorship Elements of the Arts	The mission of the State Center Community College Foundation is to encourage philanthropic gifts that directly enhance the access to and quality of community education for the students and faculty of the State Center Community College District.