

**KFIG-AM, KFPT-AM, KYNO-AM, KFRR-FM, KJFX-FM,
KJWL-FM, KWDO-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	# of Interviewees	Hire Date
Business Manager	3, 6, 9, 10, 12, 14, 23, 24, 25	6	0	
Sales Assistant	2, 6, 12, 10, 14, 15, 23	10	4	12/9/2020
Account Executive - Radio	2, 6, 12, 10, 13, 14, 15, 23	1	1	4/27/2021
Account Executive - Radio	2, 6, 12, 10, 13, 14, 15, 23	13	0	
Account Executive - Radio	2, 6, 12, 10, 13, 14, 15, 23	13	0	
Account Executive - Radio	2, 6, 12, 10, 13, 14, 15, 23	13	0	
Administrative Assistant	13	1	0	
On-Air Personality	6	3	0	
Programming Assistant	1, 14, 17	1	0	
Sales Assistant	2, 6, 12, 10, 14, 15, 23	6	0	
Promotions Director	13, 14	1	0	
Promotions Assistant	1, 14, 17	1	0	
Promotions Assistant	1, 14, 17	1	0	
Promotions Assistant	1, 14, 17	1	0	
Promotions Assistant	1, 14, 17	1	0	
Promotions Assistant	1, 14, 17	1	0	

Joe DiFilippo
Jason Drilling

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	California State University, Fresno Mass Communication & Journalism 2225 E. San Ramon Ave M/S MF 10 Fresno, CA 93740 559-278-2087 Katherine Adams	N	0
2	California State University, Fresno Career Development Center 5241 N. Maple M/S TA 61 Fresno, CA 93740 559-278-2381 Debbie Young	Y	0
3	California State University, Fresno 5245 N. Backer M/S PB7 Fresno, CA 93740 559-278-2341 Dr. K. C. Chen	N	0
4	LinkedIn www.linkedin.com	N	0
5	craigslist.org http://www.craigslist.org	N	0
6	Indeed.com www.indeed.com	Y	10
7	The Fresno Bee Job Classifieds 1626 E. Street Fresno, CA 93786 559-441-6111	N	0
8	allaccess.com http://allaccess.com	N	0
9	California State University, Fresno 5245 N. Backer M/S PB7 Fresno, CA 93740 559-278-4985 Michaeala Bojorquez-Ford	N	0

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
10	Fresno City College 1101 E. University Avenue Fresno, CA 93741 559-442-8294 Charleszette Day	Y	0
11	Fresno Chamber of Commerce 2331 Fresno Street Fresno, CA 93721 Phone: 559-495-4800 Madelean Perea	N	0
	Fresno Area Hispanic Foundation		

12	1444 Fulton Street Fresno, CA 93721 Phone: 559-222-8705 Sandra Vidrio	Y	0
13	Walk-In / Unsolicited	N	0
14	Non-Employee Referral	Y	3
15	Employee Referral	Y	2
16	Internal Job Posting	N	0
17	Internship Program	N	
18	Station Websites www.957thefox.com www.newrock1041.fm www.993now.fm www.940espnfresno.com	N	0
19	Glasdoor.com www.glasdoor.com	N	0
20	Monster.com www.monster.com	N	0
21	Facebook.com www.facebook.com	N	0
22	CareerBuilder.com www.careerbuilder.com	N	0

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
23	Fresno Pacific University 1717 S Chestnut Ave Fresno, CA 93702 559-453-7150 Alicia Andrade	Y	0
24	Express Employment Professionals 7411 N. Cedar Ave # 101 Fresno, CA 93720 559-738-7822 Maggie Luna	N	0
25	AppleOne Employment Services 45 River Park PI W #101 Fresno, CA 93720 559-435-8762 Lorenzo Ramirez	N	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD

15

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. 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.

THE STATIONS ACHIEVED BROAD RESULTS BY ATTENDING JOB FAIRS DESIGNED TO INCLUDE SUBSTANTIAL PARTICIPATION OF WOMEN, MINORITIES, AND BY REACHING OUT TO ORGANIZATIONS AND GROUPS TO REACH JOB CANDIDATES WHO MIGHT NOT BE AWARE OF BROADCASTING JOB OPPORTUNITIES. ADDITIONALLY, INTERNSHIP AND JOB SHADOW PROGRAMS HAVE BEEN DEVELOPED ALONG WITH EMPLOYEE TRAINING AND MENTORING PROGRAMS.