

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 | 10-11, 24-43 | 27 |
| Morning Host | 10-11, 24-43 | 27 |
| Sales Manager | 10-11, 24-44 | 44 |

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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 |

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|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 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 |

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|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 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 |

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|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 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 | 3 |
| 26 | Glassdoor , www.glassdoor.com | N | 0 |
| 27 | Employee Referral | N | 2 |
| 28 | Indeed , www.indeed.com <i>(not directly contacted by SEU)</i> | N | 2 |
| 29 | Internal Job Posting | N | 3 |

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|--------------|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------------|
| 30 | Work for Warriors 385 River Oaks Parkway San Jose, CA 916-245-0582 Contact: jason.m.cameron.ctr@mail.mil | N | 0 |
| 31 | CSU Fresno Foundation 5240 N Jackson Fresno, CA 559-278-0131 lquinto@csufresno.edu | N | 0 |
| 32 | SER-Jobs for Progress 255N Fulton, #106 Fresno, CA 559-452-0881 peggyhendibles@hotmail.com | N | 0 |
| 33 | Calif State Dept of Rehabilitation 2550 Mariposa Mall Fresno, CA Nancy.martinez@dor.ca.gov | N | 0 |
| 34 | Veterans First 1540 E Edinger Ave Santa Ana, CA 714-322-8789 jeff@veteransfirstoc.org | N | 0 |
| 35 | Workforce Connection-Manchester Center 3302 N Blackstone Fresno, CA 559-230-3600 Eliza.garcia@edd.ca.gov | N | 0 |

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|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 36 | California Dept of Rehabilitation 721 Capitol Mall Sacramento, CA916-558-5406 Barbara.coleman@dor.ca.gov | N | 0 |
| 37 | Workforce Services 2555 S Elm St Fresno, CA 559-445-5249 Ricardo.gonzalez@edd.ca.gov Samuel.duran@edd,ca.gov | N | 0 |
| 38 | Workforce Connection-Reedley 1680 East Manning Reedley, CA 559-637-2444 crye@workforce-connection.com | N | 0 |
| 39 | Dinuba Employment Connection 400 W Tulare Ave Dinuba, CA silvia@proteusinc.org | N | 0 |
| 40 | Proteus Inc – Visalia Services Center 224 NW 3rd St Visalia, CA 559-627-0100 jesusg@proteusinx.org | N | 0 |
| 41 | Madera County Workforce Assistance Center 2037 West Cleveland Ave Madera, CA 559-662-4500 jespinosa@maderaworkforce.org mlovell@maderaworkforce.org | N | 0 |

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|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| 42 | Kings County One-Stop Job Center 124 N Irwin Street Hanford, CA 559-788-1400 robertlavina@co.kings.ca.us jessica.rangel@edd.ca.gov | N | 0 |
| 43 | Tulare County Employment Connection 4025 W Noble Ave, Suite A Visalia, CA 559-713-5000 Juan.vasquez@edd.ca.gov Chuck.gunsolus@cset.org | N | 0 |
| 44 | Internal Transfer/Promotion | N | 1 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 13 |

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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. |