

**KMJ (AM), KMJ-FM, KSKS (FM), KMGV (FM) & KWYE (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 – July 31, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer and On Air Personality	1 – 30, 41, 48	30
Digital Account Executive	1 – 30, 33 – 36, 41, 48 – 49, 51 – 52	30
On Air Personality	1 – 29, 30, 33 – 36, 41, 48 – 49, 51 – 52	8

**KMJ (AM), KMJ-FM, KSKS (FM), KMGV (FM) & KWYE (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 – July 31, 2024**

**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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	2
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	5
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

<b>RS Number</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>
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	5
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Tulare County Employment Connection</b> 4025 W. Noble Avenue, Suite A Visalia, CA 93277 559-713-5000 chuck.gunsolus@cset.org juan.vasquez@edd.ca.gov	N	0
33	<b>Tulare County Employment Connection - Tulare</b> 304 East Tulare Avenue Tulare, CA 93274 559-684-1987 bernardo.zavala@cset.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	<b>America's Job Center of California - Hanford</b> 124 N. Irwin Street Hanford, CA 93230 559-585-3532 info@kingsworkforce.org Jessica.Rangel@edd.ca.gov	N	0
35	<b>Goodwill Workforce Development Fresno</b> 6437 North Blackston Avenue Fresno, CA 93710 559-224-0162 sallyw@goodwill-sjv.org	N	0
36	<b>Madera County Workforce Assistance Center</b> 2037 West Cleveland Avenue Madera, CA 93637 559-662-4500 mworkforce@maderaworkforce.org	N	0
37	<b>Proteus Inc., Visalia Services Center</b> 224 NW 3rd Sreet Visalia, CA 93291 559-627-0100 jesusg@proteusinc.org	N	0
38	<b>Dinuba Employment Connection One-Stop Center</b> 400 W Tulare Avenue Dinuba, CA 93618 silvia@proteusinc.org	N	0
39	<b>Workforce Connection - Reedley</b> 1680 East Manning Reedley, CA 93654 559-637-2444 crye@workforce-connection.com	N	0
40	<b>Fresno - West - Workforce Services Office West California</b> 2555 S. Elm Street Fresno, CA 93706 559-445-5249 ricardo.gonzalez@edd.ca.gov samuel.duran@edd.ca.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>California Dept. of Rehabilitation</b> 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0
42	<b>Workforce Connection - Manchester Center Mall</b> 3302 N. Blackstone Avnue, Ste.155 Fresno, CA 93726 559-230-3600 karina.blancas@edd.ca.gov	N	0
43	<b>Veterans First</b> 1540 East Edinger Avenue Santa Ana, CA 92705 714-322-8789 jeff@veteransfirstoc.org	N	0
44	<b>SER-Jobs for Progress, Inc.</b> 4700 North RiverRoad Ocean Side, CA 92057 951-296-2929 felix.ramirez48@yahoo.com	N	0
45	<b>California State Department of Rehabilitation Fresno</b> 2550 Mariposa Mall, Room 2000 Fresno, CA 93721 nancy.martinez@dor.ca.gov	N	0
46	<b>Ser-Jobs for Progress</b> Fresno, CA 559-452-0881 peggymendibles@hotmail.com	N	0
47	<b>CSU Fresno Foundation</b> 5240 N. Jackson Fresno, CA 93730 559-278-0131 lquinto@csufresno.edu	N	0
48	<b>Work For Warriors (CA Military Department)</b> 385 River Oaks Parkway #1033 San Jose, CA 95134 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	<b>Visalia Branch - California Department of Rehabilitation</b> 4930 W Kaweah Court Visalia, CA 93277 559-735-3838 shelley.jensen@dor.ca.gov	N	0
50	<b>Wounded Warrior Project</b> KY 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
51	<b>Field Ironworkers Apprenticeship &amp; Training Program</b> 1380 S Channing Way Fresno, CA 93706 (559) 497-1295 JimH@ironworkerbenny.net	N	0
52	<b>Fresno Economic Opportunities Commission</b> 1900 Mariposa Mall, Suite 303 Fresno, CA 93721 (559) 263-1100 Hroffice@fresnoeoc.org	N	0
53	<b>Homeless to Independence - California</b> CA californiah@homelesstoindpendence.org	N	0
			12

**KMJ (AM), KMJ-FM, KSKS (FM), KMGV (FM) & KWYE (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 – July 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Job Fair	On September 20, 2023, 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 along with 40 other participating businesses. Our Sales Managers attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	On November 29, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy &amp; Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, <b>Managing through the Lens of Inclusion</b> . This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.



	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Managing through the Lens of Inclusion</b> session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.</p>
8	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “Empathetic Leadership: Cultivating Trust &amp; Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>