

**KMJ (AM), KMJ-FM, KSKS (FM), KMGV (FM) & KWYE (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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
No Full-Time Positions Were Filled During this Reporting Period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Empathetic Leadership</b> session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its VP, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>3</b>	Host Job Fair	On September 18, 2024, 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.

	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	During the first half of December 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ <b>Perpetuating Allyship</b> ” and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do’s and don’ts about allyship.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 3 <sup>rd</sup> and 20 <sup>th</sup> , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Perpetuating Allyship</b> session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
6	Host Job Fair	On March 19, 2025, 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 16 other participating businesses. Our Sales Managers and Marketing Director attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
7	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On March 28, 2025, the SEUs Program Director and On-Air Personality conducted a class at Fresno City College for Journalism day, during which he had the students engage in a hands-on, experiential lesson that resulted in a fully produced podcast. After completion of the podcast, he stayed on to share information about career opportunities in radio broadcasting and answer questions the students had about the broadcasting industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	<p>During the months of April and May of 2025, 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 &amp; 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.</p>
9	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	<p>During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health &amp; Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging</i>, <i>Seeing All Sides</i>, and <i>Uncovering All That We Share</i>, presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else’s point of view, and the benefits of seeking common ground for the sake of unity.</p>