

**KFIG-AM, KFPT-AM, KYNO-AM, KFRR-FM, KJFX-FM,  
KJWL-FM, KWDO-FM  
EEO PUBLIC FILE REPORT  
August 1, 2016 - July 31, 2017**

**I. VACANCY LIST**

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

| <b>Job Title</b>          | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS<br/>Referring</b> | <b># of<br/>Interviewees</b> | <b>Hire Date</b> |
|---------------------------|--|-------------------------|------------------------------|------------------|
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 3                       | 20                           | 9/9/2016         |
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 5                       | 20                           | 9/15/2016        |
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 13                      | 20                           | 9/15/2016        |
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 1                       | 14                           | 5/22/2017        |
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 13                      | 14                           | 6/21/2017        |
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 1                       | 14                           | 5/22/2017        |
| Account Executive - Radio | 1, 3, 5, 14, 19, 22  | 14                      | 14                           | 6/19/2017        |
| Account Manager - Radio   | 1, 3, 5, 19  | 1                       | 7                            | 12/28/2016       |
| Account Manager - Radio   | 1, 3, 5, 19  | 3                       | 7                            | 1/3/2017         |
| Account Manager - Radio   | 1, 3, 5, 19  | 1                       | 4                            | 5/22/2017        |
| Administrative Assistant  | 13, 14, 20   | 20                      | 6                            | 12/1/2016        |
| General Manager           | 13, 14   | 14                      | 5                            | 5/8/2017         |
| On-Air Host               | 13, 14   | 13                      | 1                            | 1/2/2017         |
| On-Air Host               | 13, 14   | 13                      | 1                            | 12/29/2016       |
| Programming Assistant     | 1, 14, 17  | 1                       | 1                            | 2/27/2017        |
| Programming Director      | 13, 14   | 14                      | 1                            | 12/28/2016       |
| Promotions Director       | 1, 14, 17  | 14                      | 3                            | 2/21/2017        |

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**I. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS No.</b> | <b>RS Information</b>   | <b>Source Entitled to<br/>Vacancy Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS Over<br/>Reporting Period</b> |
|---------------|---|--|---|
| 1             | <b>California State University, Fresno</b><br>Mass Communication & Journalism<br>2225 E. San Ramon Ave M/S MF 10<br>Fresno, CA 93740<br>559-278-2087<br>Katherine Adams | Y  | 12  |
| 2             | <b>California State University, Fresno</b><br>Career Development Center<br>5241 N. Maple M/S TA 61<br>Fresno, CA 93740<br>559-278-2381<br>Debbie Young                  | Y  | 0   |
| 3             | <b>LinkedIn</b><br>www.linkedin.com   | N  | 15  |
| 4             | <b>craigslist.org</b><br>http://www.craigslist.org  | N  | 0   |
| 5             | <b>Indeed.com</b><br>www.indeed.com   | N  | 11  |
| 6             | <b>The Fresno Bee</b><br>Job Classifieds<br>1626 E. Street<br>Fresno, CA 93786<br>559-441-6111  | N  | 0   |
| 7             | <b>allaccess.com</b><br>http://allaccess.com  | N  | 0   |
| 8             | <b>California State University, Fresno</b><br>5245 N. Backer M/S PB7<br>Fresno, CA 93740<br>559-278-4985<br>Michaeala Bojorquez-Ford                                    | Y  | 0   |
| 9             | <b>Fresno City College</b><br>1101 E. University Avenue<br>Fresno, CA 93741<br>559-442-8294<br>Charleszette Day   | Y  | 0   |

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|---------------|---|--|---|
| 10            | <b>Fresno Chamber of Commerce</b><br>2331 Fresno Street<br>Fresno, CA 93721<br>Phone: 559-495-4800<br>Madelean Perea          | N  | 0   |
| 11            | <b>Fresno Area Hispanic Foundation</b><br>1444 Fulton Street<br>Fresno, CA 93721<br>Phone: 559-222-8705<br>Online Job Posting | N  | 0   |
| 12            | <b>Walk-In / Unsolicited</b>  | N  | 0   |
| 13            | <b>Non-Employee Referral</b>  | Y  | 9   |
| 14            | <b>Employee Referral</b>  | Y  | 8   |
| 15            | <b>Internal Job Posting</b>   | Y  | 0   |
| 16            | <b>Internship Program</b>   | Y  | 2   |
| 17            | <b>Station Websites</b>   | Y  | 0   |
| 18            | <b>Glasdoor.com</b><br>www.glasdoor.com   | N  | 0   |
| 19            | <b>Monster.com</b><br>www.monster.com   | N  | 0   |
| 20            | <b>Facebook.com</b><br>www.facebook.com   | Y  | 6   |
| 21            | <b>CareerBuilder.com</b><br>www.careerbuilder.com   | N  | 0   |
| 22            | <b>Fresno Pacific University</b><br>1717 S Chestnut Ave<br>Fresno, CA 93702<br>559-453-7150<br>Alicia Andrade                 | N  | 0   |

**TOTAL INTERVIEWEES OVER REPORTING PERIOD**

**63**

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**III. RECRUITMENT INITIATIVES**

|   | <b>Type of Recruitment Initiative</b> | <b>Brief Description of Activity</b>   |
|---|---------------------------------------|--|
| 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. |