

**KMJ (AM), KMJ-FM, KSKS (FM), KMGV (FM) & KWYE (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 – July 31, 2023**

**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>
Digital Account Executive	1 - 30, 32 - 52	30
On-Air Personality	1 - 10, 30, 32 - 52	30
Account Executive	1 - 30, 32 - 53	30
Account Executive	1 - 29, 32 - 54	1
On-Air Personality	1 - 29, 32 - 53	1
On-Air Personality	1 – 29, 31 - 53	31

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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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	18
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	0
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

<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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
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 Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Word-of-Mouth Referral</b>	N	3
31	<b>Internal Transfer/Promotion</b>	N	1
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Tulare Family Resource Center</b> 304 East Tulare Avenue Tulare, CA 93274 559-684-1987 shelley.jensen@dor.ca.gov	N	0
34	<b>Kings County One-Stop Job Center</b> 124 N. Irwin Street Hanford, CA 93230 559-788-1400 Jessica.Rangel@edd.ca.gov robert.avina@co.kings.ca.us	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 jespinoso@maderaworkforce.org mlovell@maderaworkforce.org	N	0
37	<b>Proteus Inc., Visalia Services Center</b> 224 NW 3 <sup>rd</sup> Street 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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 Avenue, 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 River Road 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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 californiahti@homelesstoindpendence.org	N	0
54	<b>On-Air Announcements (one or more SEU stations)</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			23

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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 Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course online which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
<b>2</b>	Host Job Fair	On September 28, 2022, 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 and Marketing Director attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course online titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	On January 26, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.
5	Host Job Fair	On March 15, 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 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.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, 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, “Understanding Harassment” and “Anti-Harassment – Managers” (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.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
8	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 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>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
9	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our 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 Director of Centralized HR Operations & Talent Acquisition 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.