

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period August 1, 2010 to July 31, 2011.

1) Employment Unit Location/Name: Wilks Broadcast-Fresno, LLC

2) Unit Members (List all station call signs and communities of license): KJFX(FM) Fresno, CA
KFRR(FM) Woodlake, CA
KJZN(FM) San Joaquin, CA

3) EEO Contact Information for Employment Unit:

Mailing Address: Wilks Broadcast - Fresno, LLC 1066 E. Shaw Ave. Fresno, CA 93710	Telephone Number: 559-230-0104
	Contact Person: Cara Fick
	E-mail Address: cfick@wilksfresno.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. <u>Account Executive</u>	<u>Monster.com</u>
2. <u>Account Executive</u>	<u>Monster.com</u>
3. <u>Account Executive</u>	<u>Industry Referral</u>
4. <u>On Air Talent</u>	<u>Industry Referral</u>
5. <u>Sales Asst/Reception</u>	<u>Walk In</u>
6. <u>Account Executive</u>	<u>Company Website</u>
7. <u>Account Executive</u>	<u>Radio Advertisement</u>

5) Total # of Interviewees Referred by Each Source: For the period from August 1, 2010 to July 31, 2011, this Employment Unit interviewed 53 Interviewees for 7 full time job vacancies.

Stations KJFX/KFRR/KJZN are Equal Opportunity Employers.

6) All Full-time openings listed in Section 4 were filled from notifications sent to the following sources:

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)	Full-time Positions for Which This Source Was Utilized	Total Number of Interviewees This Source Has Provided During This Period (If Any)
Fresno City College	Charleszette Day	2930 E. Annadale Ave., Fresno, CA 93725	559-486-0173	Yes	1 - 7	0

Fresno Pacific University	Alicia Andrade	1717 S. Chestnut Ave., Fresno, CA 93702	559-453-2000	No	1-7	0
Heald College	Stephanie Hausladen	255 W. Bullard, Fresno, CA 93704	559-438-4222	Yes	1-7	0
Fresno Hispanic Chamber of Commerce	Rosa	1444 Fulton Street, Fresno, CA 93721	559-222-8705	Yes	1-7	0
Clovis Adult Education	Kevin Haddix	1452 David E. Cook Way, Fresno, CA 93611	559-327-2800	Yes	1-7	0
Proteus Job Placement Services	JoAnne Verret	258 N. Blackstone Ave., Fresno, CA 93701	559-486-5331	Yes	1-7	0
Sierra Valley College	Career Services	4747 N. 1 st Street, Bldg D, Fresno, CA 93726	559-222-0947	No	1-7	0
Center for Independent Living	Rebecca Johnston	3008 N. Fresno St., Fresno, CA 93703	559-221-2300	Yes	1-7	0
Institute of Technology	Richard Melella	564 W. Herndon, Fresno, CA 93612	559-237-4500	Yes	1-7	0
Workforce Connection	Nora Diaz	1625 E. Shaw Ave., Ste. 111, Fresno, CA 93710	559-230-4106	No	1-7	1
California State University, Fresno	Student Affairs/Career Services	Joyal Admin 262 M/S JA67, Fresno, CA 93740	559-287-2541	No	1-3, 6-7	0
CA Indian Manpower Consortium	Fresno Field Office	5108 E. Clinton Way, Ste. 217, Fresno, CA 93727	559-456-9195	Yes	1-7	0
Samaritan Women	D. Torres	4840 N. First St., Ste. 10, Fresno, CA 93726	559-227-2190	Yes	1-7	0
San Joaquin Valley College	Tom Janecek	295 E. Sierra Ave., Fresno, CA 93710	559-448-8282	No	1-7	0
Monster.com				No	1-3, 6-7	12
Craigslist.com				No	1-3, 6-7	6
Radio Advertisements	KJFX/KFRR/KJZN	1066 E. Shaw Ave., Fresno, CA 93710	559-230-0104	No	1-3, 6-7	12
Industry Referral				No	1-7	9
Company Websites	www.957thefox.com www.newrock1041.fm www.fresnostruth.com www.wilksbroadcastgroup.com			No	1-7	6
Self Referred				No		7
AllAccess.com		28955 Pacific Coast Highway, Ste. 210, Malibu, CA 90265	310-457-6616	No	4	0

7) Supplemental Non-vacancy Specific Recruitment Initiatives.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Participated in 2 job fairs where information was disseminated on available positions, the stations, and internships	01/26/11 and 04/13/11	Business Manager Sales Asst
Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment - 1 participant 2010 – 2011	On Going	All Department Managers
Continuation of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Jan. 21-22, 2011 and Feb. 21-22, 2011	Corporate Officers Market Manager Business Manager
Continuation of Mentoring Program for Account Executives and Sales Asst.	On Going	Corporate Officers Market Manager Business Manager
Continuation of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On Going	Corporate Officers All Hiring Managers
Continued participation in activities designed to further the goal of disseminating information as to employment opportunities in broadcasting by providing station tours to community groups and attending groups career days	On Going	Disk Jockey
Continued participation in program with Lemoore High School to educate local high school students interested in the broadcasting industry.	May 12, 2011	Business Manager Disk Jockey