

CRC BROADCASTING

KFNN-AM

KQFN-AM

EEO PUBLIC FILE REPORT

FOR THE PERIOD OF

JUNE 1, 2017 – MAY 31, 2018

KFNN & KQFN EEO PUBLIC FILE REPORT

June 1, 2017 – May 31, 2018

I. FULL TIME POSITION VACANCY LIST

Note: See Section II for Recruitment Source List

Date of Hire	Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source for Person Hired
6/19/17	Sales Rep	Source List	18
12/1/17	Sales Rep	Source List	18

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II. RECRUITMENT SOURCE LIST

Recruitment Source ID	Recruitment Sources Information	Source Requested Vacancy Notification? (Yes/No)	Number of Interviewees Referred by this Source
1	NAACP	No	0
2	Arizona Broadcasters Association	No	0
3	Department of Economic Security	No	0
4	South Mountain Community College	No	0
5	Greater Phoenix Urban League	No	0
6	Phoenix Indian Center	No	0
7	Arizona Hispanic Chamber of Commerce	No	0
8	The Greater Phoenix Black Chamber of Commerce	No	0
9	Focus Employment Services	No	0
10	Department of The Air Force	No	0
11	Maricopa Community Colleges	No	0
12	Sun Devil Career Center – Arizona State University	No	0
13	Chicanos Por La Causa	No	0
14	Arizona Latino Media Association	No	0
15	Indigenous Broadcast Center	No	0
16	National Lesbian and Gay Journalists Association	No	0
17	Walk-Ins	No	0
18	Word of Mouth	No	5
19	Radio Online	No	0
20	www.AllAccess.com	No	0
21	Indeed.com	No	15

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III. OUTREACH INITIATIVES

Type of Initiative	Brief Description of Activity
KFNN Internship Program Ongoing Course Commenced July 2004	KFNN began this initiative in July, 2004, with the intent of assisting those interested in a career in radio broadcasting to learn about the different responsibilities and positions available in the industry. KQFN adopted this initiative in February, 2017. The range for our program is broad and ongoing, and allows a student, once informed of the different opportunities, to participate in customizing the program to best suit their interests or talents.
KFNN On-Demand Training	All of KFNN & KQFN employees have access to on-demand training through P1 Learning. This practice started in 2013 for KFNN and 2017 for KQFN. This service provides interactive courses, tests and written materials for Sales, Leadership/Management, Programming and HR/Administration.