

**CRC BROADCASTING**

**KFNN-AM**

**KQFN-AM**

**EEO PUBLIC FILE REPORT**

**FOR THE PERIOD OF**

**JUNE 1, 2016 – MAY 31, 2017**

# KFNN EEO PUBLIC FILE REPORT

June 1, 2016 – May 31, 2017

## I. FULL TIME POSITION VACANCY LIST

**Note: See Section II for Recruitment Source List**

<b>Date of Hire</b>	<b>Job Title</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Recruitment Source for Person Hired</b>
2/1/17	Sales Rep	Source List	18
2/1/17	Sales Rep	Source List	18
2/1/17	Production Director	Source List	18
2/1/17	Asst. Program Director	Source List	18

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## II. RECRUITMENT SOURCE LIST

<b>Recruitment Source ID</b>	<b>Recruitment Sources Information</b>	<b>Source Requested Vacancy Notification? (Yes/No)</b>	<b>Number of Interviewees Referred by this Source</b>
1	NAACP	No	0
2	Arizona Broadcasters Association	No	3
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	<a href="http://www.AllAccess.com">www.AllAccess.com</a>	No	0
21	Indeed.com	No	51

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## III. OUTREACH INITIATIVES

<b>Type of Initiative</b>	<b>Brief Description of Activity</b>
<b>KFNN Internship Program Ongoing Course Commenced July 2004</b>	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. 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.
<b>KFNN Job Fair East Valley Institute of Technology May 4, 2017</b>	KFNN hosted this Annual Expo that presented opportunities within the broadcast industry, along with other stations in the Phoenix and Tucson area. KFNN showcased opportunities in broadcasting, and discussed programming opportunities for business professionals.
<b>KFNN On-Demand Training</b>	All of our employees have access to on-demand training through P1 Learning. This services provides interactive courses, tests and written materials for Sales, Leadership/Management, Programming and HR/Administration.