

**CRC BROADCASTING**  
**KFNN-AM**  
**EEO PUBLIC FILE REPORT**  
**FOR THE PERIOD OF**  
**JUNE 1, 2014 – MAY 31, 2015**

# KFNN EEO PUBLIC FILE REPORT

June 1, 2014 – May 31, 2015

## 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> |
|---------------------|-------------------|---|--|
| 6/4/2014            | Account Executive | Recruitment Source List                         | Indeed                                     |

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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                     | American Women in Radio & Television (AWRT)                                | No  | 0  |
| 8                     | Arizona Hispanic Chamber of Commerce                                       | No  | 0  |
| 9                     | The Greater Phoenix Black Chamber of Commerce                              | No  | 0  |
| 10                    | Focus Employment Services  | No  | 0  |
| 11                    | Department of The Air Force  | No  | 0  |
| 12                    | Maricopa Community Colleges  | No  | 0  |
| 13                    | Sun Devil Career Center – Arizona State University                         | No  | 0  |
| 14                    | Chicanos Por La Causa  | No  | 0  |
| 15                    | Arizona Latino Media Association   | No  | 0  |
| 16                    | First Friday's Phoenix (The Network, LLC)                                  | No  | 0  |
| 17                    | Walk-Ins   | No  | 0  |
| 18                    | Word of Mouth  | No  | 0  |
| 19                    | Radio Online   | No  | 0  |
| 20                    | <a href="http://www.phoenix.craigslsit.com">www.phoenix.craigslsit.com</a> | No  | 14   |
| 21                    | <a href="http://www.AllAccess.com">www.AllAccess.com</a>                   | No  | 0  |
| 22                    | Polly's Pipeline   | No  | 0  |
| 23                    | Indeed   | No  | 25   |

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## III. OUTREACH INITIATIVES

| <b>Type of Initiative</b>   | <b>Brief Description of Activity</b>  |
|---|---|
| <b>KFNN Internship Program<br/>Ongoing Course<br/>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<br/>East Valley Institute of<br/>Technology<br/>May 13, 2015</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.  |
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