

**KFLG(AM), KFLG-FM, KNKK(FM), KLUK(FM), KAAA(AM), KZZZ(AM)
EEO PUBLIC FILE REPORT**

June 1, 2023 – May 31, 2024

VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hires
Account Executive	9, 10,11, 13, 21 responded	
	All sources used to advertise position.	
1 Full Time Employee Hired in the period.		

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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.	Women in Radio www.womeninradio.org info@womeninradio.org	Y	0
2.	Area Agency on Aging Attention: Alexandria Fulford 1366 E. Thomas Road Phoenix, AZ 85014 602.264.2255 Email: answers@aaaphx.org www.aaaphx.com	Y	0
3.	Arizona Broadcasters Association 426 N. 44 th Street, Suite #310 Phoenix, AZ 85008 www.azbroadcasters.org info@azbroadcasters.org	Y	0
4.	Arizona Equal Opportunity 100 North Fifteenth Ave. Suite #261 602-542-3711 Azgovernor.gov/eop Equalopportunity@az.gov	Y	0
5.	Arizona State University College @ Lake Havasu 100 University Way Lake Havasu City, AZ 86403 928-854-9708 www.havasuu.asu.edu ASUhasuu@asu.edu erika.manzano@asu.edu	Y	0
6.	Arizona Women’s Ed & Employment (AWEE) 868 E. University Dr. Mesa, AZ 85203 602.601.7215 https://www.turnanewleaf.org/services/awee/ tdavis@turnanewleaf.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7.	Asian American Journalism Association 5 Third Street Suite #1108 San Francisco, CA 94103 415-346-2051 www.aaaja.org/arizona justins@aaaja.org	Y	0
8.	Black Women In Radio 2997 Cobb Pkwy. #300 Atlanta, Georgia 30339 770.609.9051 Blackwomeninradio.com	Y	0
9.	Cameron Broadcasting, Inc. Employment Website http://cameronbroadcasting.com/EmploymentOpportunities.html	Y	0
10.	Cameron Broadcasting, Inc. Job Fairs	Y	5
11.	Cameron Broadcasting, Inc. Radio Station Ads KAAA/KZZZ(AM), KFLG(AM), KLUK(FM), KFLG(FM), KNKK(FM)	Y	0
12.	Cameron Broadcasting, Inc. Station Employee Referral	Y	0
13.	Cameron Broadcasting, Inc Station Facebook pages. www.facebook.com/pages/Lucky-98-FM/183494601562?fref=ts www.facebook.com/pages/The-Knack-1071/162280165705?fref=ts www.facebook.com/pages/KFLG-947-FM/292088100410?fref=ts www.facebook.com/pages/KAAA-and-KZZZ-Talk-Network/149761348444600?fref=ts https://www.facebook.com/K-Star-993-FM-1421463784753309/	Y	Incl in #10
14.	Chicanos Por La Causa Attention: Pete Garcia Employment Services 1112 E. Buckeye Road Phoenix, AZ 85034 602.257.0700 Email: info@cplc.org	Y	0
15.	Friendly House 802 S. First Ave. P.O. Box 3695 Phoenix, AZ 85030 602.257.1870 Email: jobs@friendlyhouse.org http://www.friendlyhouse.org/	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16.	Grand Canyon University Attn: Job Placement Services 3300 W. Camelback Road Phoenix, AZ 85017 602.639.7500 Email: careerservices@gcu.edu www.gcu.edu	Y	0
17.	International Women’s Media Foundation 1625 K Street NW Suite @ 1275 Washington, DC 20006 202-496-1992 www.iwmf.org info@iwmf.org	Y	0
18.	Kingman Daily Miner – Kingman Newspaper 3015 N Stockton Hill Rd, Kingman, AZ 86401 928-753-6397 kdminer.com classified@kdminer.com	Y	0
19.	Arizona Asian American Association PO Box 85082 Phoenix, AZ 85082 aaaa-az.org Postal mail only	Y	0
20.	Maricopa Community College 2411 W. 14 th Street Tempe, AZ 85281 480-731-8000 https://www.maricopa.edu/why-maricopa/support-services/career-services sara.mccarthy@domail.maricopa.edu career.services@paradisevalley.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21.	<p>Mohave Community College 1971 Jagerson Ave. Kingman, AZ 86409 928.757.4331</p> <p>3400 Highway 95 Bullhead City, AZ 86442 Phone: 928.758.3926</p> <p>Email: ksantangelo@mohave.edu slossing@mohave.edu chamblin@mohave.edu mgonzalez2@mohave.edu jkirby2@mohave.edu afrazier@mohave.edu</p>	Y	1
22.	<p>National Association of Hispanic Journalists 1050 Connecticut Ave NW, Fl 5TH Washington, District of Columbia 20036 202-662-7144 nahj@nahj.org Attention Rick Stuckey</p>	Y	0
23.	<p>National Lesbian and Gay Journalists Association 2120 L Street NQ Suite # 85 Washington, DC 20037 202-588-9888 www.nlgja.org info@nlgja.org</p>	Y	0
24.	<p>Native American Public Telecommunications 1800 North 33rd Street Lincoln, NE 68503-1409 402-472-3522 www.nativetelecom.org visionmaker@unl.edu</p>	N	0
25.	<p>Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix, AZ 85013 602.285.7800 Email: pc-info@phoenixcollege.edu www.phoenixcollege.edu</p>	N	0
26.	<p>Phoenix Indian Center, Inc. 4520 North Central Avenue, Suite #250 Phoenix, Arizona 85012 602.264.6768 Email: info@phxindcenter.org www.phxindcenter.org/</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27.	Rio Salado Community College 2411 W. 14 th Street Tempe, AZ 85281 480-517-8580 www.riosalado.edu career.services@gatewaycc.edu	N	0
28.	San Carlos Indians P.O. Box 1240 San Carlos, AZ 85550 928-475-7600 www.sancarlosapache.com/home.htm ancc@sancarlosapache.com	N	0
29.	Self-referral / Walk-in	Y	1
30.	University of Arizona 520-626-5502 www.arizona.edu yissels@email.arizona.edu	Y	0
31.	Women's Network Exchange of Arizona P.O. Box 302 Lake Havasu City, AZ 86405-0302 https://www.facebook.com/wnealhc/ wnealhcaz@gmail.com	Y	0
32.	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indeed.com	N	0
33.	Fort Mojave Indian Tribe 500 Merriman Avenue Needles, CA 92363 8490 Arizona 95 Mohave Valley, Mohave County, Arizona 864 p (760) 629-4591 https://www.fortmojaveindiantribe.com/ timothywilliams@fortmojave.com	Y	0
34.	Arizona@Work Mohave County Community Services Offices 700 W. Beale Street, Kingman AZ 86401 PO Box 7000 Kingman AZ, 86402-7000 Phone: (928) 753-9141	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35.	Post a job at: https://www.azjobconnection.gov/ada/r/employer	N	0
36.	Colorado River Indian Tribes 26600 Mohave Rd.Parker, La Paz County, Arizona 85344 Phone(928) 669-89211 http://www.crit-nsn.gov/feedback@critonline.com	Y	0
37.	Arizona DES 2601 Hwy95 Bullhead City, AZ 86442 Phone: 928-704-7776 https://azstatejobs.azdoa.gov/ to post jobs	N	0
38.	iHispano https://www.ihispano.com Post a job there	N	0
39.	Insight Into Diversity https://careers.insightintodiversity.com/employer Sign up to post jobs	N	0
40.	Arizona Broadcasters Assoc 602.252.4833 (office) 555 N Central Avenue Suite 302 Phoenix, AZ 85004 azbroadcasters.org info@azbroadcasters.org chris@azbroadcasters.org	Y	0
41.	Arizona Latino Media PO Box 1168 Phoenix, AZ 85001 azlatinomedia@gmail.com	Y	0
42.			
TOTAL FULL TIME INTERVIEWEES OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
Community Service	The Knack on-air morning team did a community event at Mohave High School on April 26, 2023 for the community to welcome new incoming Freshmen to the school. This event was for teachers, faculty, parents, and students and involved broadcast info.
Career and College Expos	10/11/22 Career and College Expo @ Anderson Field House in Bullhead City, AZ. 2500 attendees from all over Arizona. Sponsored by Mohave High School. 2 on-air hosts from The Knack 107.1 FM spoke and interacted with the scholars 1/12/23/Jessi from KFLG 94.7 FM participated in Career Day at Desert Star Academy Middle School on Hwy 95 in Fort Mohave, AZ. 96 attendees. Jessi spoke on broadcasting career.
Cameron Broadcasting Internship 2022 Training Program for Interns	Extend Internship program provided by Arizona Broadcasters Association from June – August 2022. Established a training program for our interns to learn. Social media and sales coordination. Intern also learned to write and produce the daily local news. Cameron Calderone attends So. Utah University.
Cameron Job Fair	April 24, 2024 Cameron Broadcasting hosted a job fair at our Cameron Broadcasting office in Bullhead City, AZ. We informed participants about possible careers in broadcasting and held interviews for various positions available at Cameron Broadcasting: Sales Execs, Street Team and yearly summer intern program. Our General Sales Manager, hosted the job fair and held interviews (7) and April 25, we re-interviewed 2 people with our Regional Sales Manager and owners Total 7 persons showed for job fair. We interviewed 6 persons for sales position and 1 for street team. All applicants came from referral sources 9, 10, 11, 13 and 21. 1 F/T hired.
Establishment of Sales Mentor Program	In January 2024, we decided to establish and create a sales mentoring program to enable us to hire people with no sales

experience as well as those with 2+ sales experience. Our National/Regional Sales Manager was chosen to head the program. Program outline was created and established before our recruitment program planned for the Spring 2024, in advance of our Job Fair planned and held in April 2024. One full time sales person was hired and will be starting in the mentoring program as escribed above. Start date was 5/6/24.

Total Points: 3.75