

**RIVIERA BROADCASTING, LLC/
 dba DESERT VALLEY MEDIA GROUP
 KKFR-FM / KZON-FM / KMVA-FM / KOAI-FM
 EEO PUBLIC FILE REPORT
 JUNE 1, 2021- MAY 31, 2022**

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Integrated Marketing Mgr (6/1/21)	1-2, 4-6, 7-9, 11-13, 16, 21, 24-26, 30-31, 32, 34, 36-37, 39	4
Integrated Marketing Mgr (7/26/21)	1-2, 4-6, 7-9, 11-13, 16, 21, 24-26, 30-31, 32, 34, 36-37, 39	39
Integrated Marketing Mgr (1/17/22)	1-2, 4-6, 7-9, 11-13, 16, 21, 24-26, 30-31, 32, 34, 36-37, 39	4
Promotions Coordinator (11/11/21)	1-2, 4-6, 7-9, 11-13, 16, 21, 24-26, 30-31, 32, 34, 36-37, 39	4
Business Manager (3/14/22)	1-2, 4-6, 7-9, 11-13, 16, 21, 24-26, 30-31, 32, 34, 36-37, 39	1
Client Success Specialist (11/3/21)	1-2, 4-6, 7-9, 11-13, 16, 21, 24-26, 30-31, 32, 34, 36-37, 39	36

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II. Master Recruitment Source List (MRSL)

RS Number	Recruitment Source	Recruitment Request	Interviewee Count
1	Arizona Broadcasters Association 426 N 44 th St, Phoenix, AZ 85008 (P) 602-252-4833 www.azbroadcasters.org	No	1
2	Phoenix Indian Center Inc Attn: Bridget Blixt 4520 N Central Avenue, #250 Phoenix , AZ 85015 bblixt@phxindcenter.org (P) 602-264-6768 (F) 602-274-7486	No	0
3	www.media-match.com	No	0
4	Employee Referral / Word Of Mouth	No	19
5	Desert Valley Media Group Websites & On Air Broadcast www.951thewowfactor.com www.hot975phoenix.com www.power983.com	No	7
6	Walk- Ins / Self-Inquiry	No	1
7	Goodwill Industries Contact: Career Services 2626 W Beryl Ave, Phoenix, AZ 85021 (P) 602-535-4186 employerexperienceteam@goodwillaz.org	No	0
8	Greater Phoenix Urban League Contact: Bill Bridgeman 1402 S. 7 th Avenue, Phoenix, AZ 85007 (P) 602-254-5611 (F) 602-253-7359 bbridgeman@gphxul.org	No	0
9	Phoenix Job Corps Center Attn: Bill Condra 518 S 3 rd Street, Phoenix, AZ 85004 (P)602-327-9660 (F) 602-322-6611 Condra.billy@jobcorps.org	No	0
10	Arizona State University Contact: Career Services P.O. Box 871312, Tempe, AZ 85287-1312 (P) 480-965-2350 (F)480-965-2120 www.asu.edu/career	No	0
11	College America Contact: Career Services 9801 N Metro Parkway East, Phoenix, AZ 85051 (P) 602-589-9860 (F) 602-246-9741	No	0

	stevenmiller@collegeamerica.edu		
12	Arizona Latino Media Association Contact: Anita Leach P.O. Box 1168, Phoenix, AZ 85001 Nitlea602@msn.com (P) 602-444-8473	No	0
13	Hopi Jr/Sr High School Attn: Stan Bindell Hwy 264 Kearns Canyon, Arizona 86034 (P) 928-738-5111 thebluesmagician@gmail.com	No	0
14	Inside Radio Classified www.insideradio.com (P) 602-200-6800	No	0
15	www.radioonline.com	No	0
16	Glendale Community College Attn: Jenorah Keegan 6000 W Olive Ave, Glendale, AZ 85302 (P) 623-845-3283 Jenorah.Keegan@gccaz.edu Career.servics@gccaz.edu	No	0
17	Internal Promotion, On site job posting	No	0
18	Department of Veteran Affairs Contact: Russell Singleton 3333 N Central Ave, Phoenix, AZ 85012 (P) 602-627-2785 (F) 602-627-2804	No	0
19	All Access www.allaccess.com	No	0
20	DeVry University Contact: Career Services 2149 W Dunlap, Phoenix, AZ 85021 (P) 602-749-4554 (F) 602-749-7330	No	0
21	Grand Canyon University 3300 W Camelback Rd Phoenix, AZ 85017 Sheila.schumacher@gcu.edu http://gcuniv.experience.com/emp (P) 602-639-6115 (F) 602-343-4836	No	0
22	Age Works, LLC Contact: Career Services 1366 E Thomas Rd, Suite 108, Phoenix, AZ 85014 (P) 602-241-6159 (F) 602-230-9132	No	0
23	Career Advisors Inc Contact: Employment Specialist 430 North Dobson Road, Suite 108, Mesa, AZ 85201 (P) 602-644-0755	No	0
24	Phoenix College	No	0

	1202 W Thomas Rd, Phoenix, AZ 85013 (P)602-285-7422 (F) 602-285-7951 www.phoenixcollege.edu/student-resources/career-services		
25	Arizona State University-Walter Cronkite School Contact: Mike Wong 555 N Central Ave, #302 Phoenix, AZ 85004 (P) 602-496-5055 (F) 602-496-7041 Mike.wong@asu.edu	No	0
26	Gateway Community College Contact: Jessica Brosilo 108 N 40 th St, Phoenix, AZ 85034 (P) 602-286-8500 (F) 602-286-8151 careercenter@gatewaycc.edu	No	0
27	Arizona Hispanic Chamber of Commerce Attn: Career Services 255 E Osborn Road, Phoenix, AZ 85012 (P) 602-279-1800 (F) 602-279-8900	No	0
28	Media Staffing Solutions Attn: Patty Kincaid 7115 E Thirsty Cactus Ln, Scottsdale, AZ 85266 (P)602-971-9382 Patty@mediastaffingnetwork.com	No	0
29	www.TVandRadiojobs.com	No	0
30	Department of Economic Security Arizona Rehabilitation Services Administration Attn: Timothy Stump / Terell Welch 515 N 51 st Ave, Phoenix, AZ 85043 tstump@azdes.gov , twelch@azdes.gov (p) 602-771-9263	No	0
31	Social Media Sites	No	1
32	United States Veterans Initiative Attn: Tera Calhoun Valenzuela 3507 N Central Ave, Suite 302 Phoenix, AZ 85012 (P) 602-427-0406 (F) 602-305-6844 tcalhoun@usvetsinc.org	No	0
33	Maricopa Workforce Connection Governor's Office of Equal Opportunity 1840 N 95 th Ave., Ste. 160 Phoenix, AZ 85037 azjobconnection.gov (P)602-372-4200 (F) 602-372-4290	No	0
34	East Valley Institute of Technology (EVIT) Attn: Pulse Radio/Program Director 1601 W Main St Mesa, AZ 85201 sgrosz@evit.com (P) 480-461-4049 (F) 480-461-4169	No	0

35	Career Fairs	No	0
36	www.indeed.com	No	5
37	Genesis Youth Program Attn: Eboni Farmer 1840 N 95 th Ave, Phoenix, AZ 85037 Johnsonk019@mail.maricopa.gov farmere@mail.maricopa.gov (P) 602-372-4248 (F)602-372-4290	No	0
38	www.amfmjobs.com	No	0
39	www.linkedin.com	No	7

TOTAL INTERVIEWEES: 41

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III. Recruitment Initiatives

April 27, 2022: Participation in a Career Fair

- SEU participated in the EVIT Career and College Prep Career Fair, 1601 West Main Street, Mesa, AZ 85201. Promotions Coordinator met with students to discuss careers and job openings. Flyers were handed out for the open positions currently available.

May 26, 2022: Management Training

- SEU conducted mandatory management training for harassment. The title of the course was "Discrimination and Harassment Prevention Training for Supervisors." The training was conducted online through hrclassroom.com. The managers had until May 31, 2022 to complete it. Attendees included the CEO, Business Manager, Digital Sales Manager, Chief Engineer, Operations Manager, Program Directors (2 ea.), Assistant Program Director, and the Promotions Director.

January-March, 2022: Internship

- SEU had a 6-week internship for an individual from CRAS – Conservatory of Recording Arts and Sciences. Internship training included Promotions and Programming. Individual was later hired by the SEU on March 10, 2022 upon completion of the internship.

March 30, 2022: Employee Training

- SEU began weekly digital training to sales staff to increase knowledge in digital products. The training was intended to give staff a better understanding of how to provide a full marketing experience to the clients and provide possible advancement in the future into a digital management position. Training was taken by Account Executives (Integrated Marketing Managers), Digital Sales Manager, Operations Manager, and CEO. The sessions are also open to any staff that wish to attend.

March 19, 2022: Station Tour

- SEU conducted a tour of our offices and stations. The non-profit organization was Outshine Labels and during the tour the particular jobs in radio were discussed.