

2017 ANNUAL EEO PUBLIC FILE REPORT

Cesar Chavez Foundation Farmworker Educational Radio Network, Inc.

| | |
|-----------------------------|-----------------------------------|
| Station(s): | KNAI-FM KNAI (AM) ¹ |
| Community(ies) of License: | Phoenix, AZ |
| Reporting Period: | 6/1/2016 to 5/31/2017 |
| No. of Full-time Employees: | More than 10 |
| Small Market Exemption: | No |

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

| Date | Type | Activity | tParticipant |
|---------------|-------------------------------|--|----------------------------------|
| 1. 7/14/2016 | Management EEO Training | EEO Training Phoenix, AZ | HR Recruiter HR Administrator |
| 2. 11/23/2016 | Hosted Event | CCF Residential Services Thanksgiving Dinner – Delano, CA | HR Department |
| 3. 11/23/2016 | Hosted Event | CCF Residential Services Thanksgiving Dinner – Bakersfield, CA | HR Department |
| 4. 12/14/2016 | Hosted Event | CCF Education Christmas Party – Shafter, CA | HR Department |
| 5. 12/15/2016 | Hosted Event | CCF Education Christmas Party – Bakersfield, CA | HR Department |
| 6. 3/22/2017 | Sponsored Event | Cesar Chavez Day of Service Keene, CA Headquarters | HR Department |
| 7. 3/17/2017 | Participated in Job Fair | PuebloFest Music Festival Tulare, CA – Sponsorship | HR Recruiter HR Administrator |

¹ Farmworker Educational Radio Network, Inc. became the licensee of KNAI(AM) on May 15, 2017.

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|--------------|-----------------------------|---|----------------------------------|
| 8. 4/25/2017 | Participated in Job Fair | NAB Career Day Las Vegas, NV | HR Recruiter HR Administrator |
| 9. 5/11/2017 | Participated in Job Fair | JobFest 2017 Rabobank Arena Bakersfield, CA | HR Recruiter |

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|---------------------|------------------------------------|
| 6/1/2016 | Project Coordinator | Indeed |
| 2/17/2017 | Receptionist | Drop-In |
| | | |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: _____

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| | |
| Information not currently available, will amend as soon as possible. | |
| | |
| | |
| | |

RECRUITING SOURCES USED

Job Title of Position: Project Coordinator Date of Hire: 6/1/2016

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|---|--------------------------|--|
| Craigslist | N | 1381 9 th Ave., San Francisco, CA 94112 | | jobs@craigslist.org |
| Indeed | N | | | www.indeed.com |
| Alpha Pacific Inst. | N | 4801 E. McDowell Rd Phoenix, AZ 602-244-0300 | | Petrytv1@yahoo.com |
| Apollo College | N | 4025 S. RiverPoint Pkwy Phoenix, AZ | | |
| Arizona Broadcasters Association | N | 426 N. 44 th St. Phoenix, AZ 85008 | | info@azbroadcasters.org |
| Arizona State University | N | 411 N. Central Ave. Phoenix, AZ 85004 | | careerservices@asu.edu |
| Arizona Women's Education & Employment | N | 640 N. 1 st St. Phoenix, AZ 85003 | Kathie Rudolph | |
| Brown Mackie College | N | 13430 N. Black Canyon Hwy., Phoenix, AZ 85029 | Carol Redden | credden@brownmackie.edu |
| Career Center | N | 100 N. 15 th Ave., Phoenix, AZ 85007 | Jan Plank | Jan.plank@azdoa.gov |
| Career Transition Center | N | 2601 E. Thomas Road Phoenix, AZ 85016 | Rick Davis | careertrans@qwestoffice.net |
| City of Phoenix | N | 135 N. 2 nd Ave. Phoenix, AZ 85003 | | hrcenter@phoenix.gov |
| Dept. of Veterans Services | N | 3333 N. Central Ave. Phoenix, AZ 85012 | Katherine Harding | kharding@azdvs.gov |
| Drop In | N | | | |
| Email Inquiry | N | | | |
| EDD | N | PO Box 29225 | Peggy Feenan | |
| ITT Tech | N | 10220 N. 25 th Ave. Phoenix, AZ 85021 | Ariel Matthews | amatthews@itt-tech.edu |
| Job Board | N | | | |
| Keller Business School | N | 2149 W. Dunlap Ave. Phoenix, AZ 85021 | Ryan Jefferson | rjefferson@devry.edu |
| La Voz | N | 200 E. Van Buren | | |

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|-------------------------------------|---|--|----------------|--|
| | | Phoenix, AZ 85004 | | |
| Penny Saver | N | 1300 Specialty Drive Vista, CA 92081 | | internetservices@pennysaverusa.com |
| Phoenix Azteca | N | 4001 E. Broadway Road Phoenix, AZ 85040 | Efrain Morales | efrainmorales@uvntv.com |
| Phoenix Rescue Mission | N | 1801 S. 35 th Ave. Phoenix, AZ 85009 | Rhonda Blake | rblake@phoenixrescuemission.org |
| Recording Radio and Film Connection | N | 1201 W. 5 th St. Los Angeles, CA 90017 | Britney Tobin | |
| Tumbleweed Center for Youth | N | 1419 N. 3 rd St. Phoenix, AZ 85004 | Anna Journey | ajourney@tumbleweed.org |

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Receptionist

Date of Hire: 2/17/2017

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|---|--------------------------|--|
| Craigslist | N | 1381 9 th Ave., San Francisco, CA 94112 | | jobs@craigslist.org |
| Indeed | N | | | www.indeed.com |
| Alpha Pacific Inst. | N | 4801 E. McDowell Rd Phoenix, AZ 602-244-0300 | | Petrytv1@yahoo.com |
| Apollo College | N | 4025 S. RiverPoint Pkwy Phoenix, AZ | | |
| Arizona Broadcasters Association | N | 426 N. 44 th St. Phoenix, AZ 85008 | | info@azbroadcasters.org |
| Arizona State University | N | 411 N. Central Ave. Phoenix, AZ 85004 | | careerservices@asu.edu |
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| Career Center | N | 100 N. 15 th Ave., Phoenix, AZ 85007 | Jan Plank | Jan.plank@azdoa.gov |
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| Dept. of Veterans Services | N | 3333 N. Central Ave. Phoenix, AZ 85012 | Katherine Harding | kharding@azdvs.gov |
| Drop In | N | | | |
| Email Inquiry | N | | | |
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| La Voz | N | 200 E. Van Buren Phoenix, AZ 85004 | | |
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