

## EEO ANNUAL PUBLIC FILE REPORT

**Employment Unit Covered: Futures and Options, Inc. (dba – 1100 KFNX AM)**

**Reporting Period: June 1, 2022 – May 31, 2023**

**Full Time Vacancies filled during Reporting Period and Recruitment / Referral Source used to seek Candidates for each Vacancy**

<b>Job Title of FT Vacancy</b>	<b>Date Filled</b>	<b>Hire Source</b>	<b>Recruitment Source</b>
Account Executive / Sales	10/10/2022	KFNX On-Air Ad	KFNX On-Air Ad
Account Executive / Sales	10/24/2022	KFNX On-Air Ad	KFNX On-Air Ad
Account Executive / Sales	4/10/2023	AZ Republic Ad	AZ Republic Ad
Account Executive / Sales	4/10/2023	AZ Republic Ad	KFNX On-Air Ad
Account Executive / Sales	4/10/2023	AZ Republic Ad	KFNX On-Air Ad
Account Executive / Sales	5/8/2023	AZ Republic Ad	AZ Republic Ad

KFNX ran 2 Recruitment Campaigns during the EEO Reporting Period to hire a F/T Account Executives / Sales – The first was in the Fall of 2022 (Sep. & Oct.), and the second in the Winter 2023 (Feb. & March 2023). The Recruitment Source / Interviewees are broken down for each Recruitment Campaign.

### **Fall 2022 (Sep. & Oct.) Recruitment Campaign**

**Title of Position:** Account Executive / Sales

**Date Filled:** 10/2022

<b>Recruitment Source Name*</b>	<b>Total No. of Candidates Referred For Position</b>	<b>Total No. of Interviewees Referred For Position</b>	<b>Total No. of Hires Referred For Position</b>
KFNX On-Air Sales Ad	2	2	2
Arizona Republic / Zip Recruiter ad / job site posted	21	2	0
ABA AZ Broadcasters Assoc. job site – online posting	0	0	0

Craigslist Online Sales Ad posted	4	2	0
KFNX referrals from Mgmt and Staff	0	0	0
Local Job Fair	2	1	0
Phoenix Chamber of Commerce – online job posting	1	0	0
Scottsdale Chamber of Commerce – online job posting	0	0	0
Glendale Chamber of Commerce – online job posting	0	0	0
KFNX Website Job Posting	0	0	0
KFNX Social media Job Posting	0	0	0
Radio Ink	0	0	0
RBR	0	0	0
Inside Radio	0	0	0
ASU School – online job posting	0	0	0
<b>Totals:</b>	<b>30</b>	<b>7</b>	<b>2</b>

The Contact person for the Interviews was Steven Feldman, VP of Sales. He is located at the KFNX offices at: 4527 N 16<sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100.

**Winter 2023 (Feb. & Mar.) Recruitment Campaign****Title of Position:** Account Executive / Sales**Date Filled:** 4/2023 & 5/2023

<b>Recruitment Source Name*</b>	<b>Total No. of Candidates Referred For Position</b>	<b>Total No. of Interviewees Referred For Position</b>	<b>Total No. of Hires Referred For Position</b>
KFNX On-Air Sales Ad	4	3	2
Arizona Republic / Zip Recruiter ad / job site posted	39	9	2
ABA AZ Broadcasters Assoc. job site – online posting	0	0	0
KFNX referrals from Mgmt and Staff	2	1	0
ASU Career Fair	0	0	0
KFNX Website Job Posting	0	0	0
KFNX Social media Job Posting	0	0	0
ASU School – online job posting	0	0	0
Times Media – posted print ad	0	0	0
E. Valley Tribune – posted print ad	0	0	0
Glendale Star – posted print ad	0	0	0
W. Valley View – posted print ad	0	0	0
Peoria Times – posted print ad	0	0	0
<b>Totals:</b>	<b>45</b>	<b>13</b>	<b>4</b>

The Contact person for the Interviews was Steven Feldman, VP of Sales. He is located at the KFNX offices at: 4527 N 16<sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100.

# **Recruitment Sources – Contact Info for Sources KFNX has used**

<b>Recruitment Source</b>	<b>Date Implemented</b>	<b>Contact Info</b>
KFNX On-Air Sales Ad	Sep. 2022 / Mar. 2023	Contact: Matt Battaglia, GM. Address: KFNX 4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100
Arizona Republic / Zip Recruiter ad / job site posted	Sep. 2022 / Mar. 2023	Contact: N/A Address: AZ Rep 200 E. Van Buren St., Phoenix, AZ 85004 / Phone: 602-444-8000
ABA AZ Broadcasters Assoc. job site – online posting *	Sep. 2022 / Mar. 2023	Contact: Barbeth Shea, Dir. Devt Address: ABA 555 N Central Ave.- #302, Phoenix, AZ 85004 / Phone: 602-252-4833
KFNX referrals from Mgmt and Staff	Sep. 2022 / Mar. 2023	Contact: Matt Battaglia, GM. Address: KFNX 4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100
ASU Career Fair – setup thru ABA	Feb. 2023	Contact: Barbeth Shea, Dir. Devt Address: ABA 555 N Central Ave.- #302, Phoenix, AZ 85004 / Phone: 602-252-4833
KFNX Website Job Posting *	Sep. 2022 / Mar. 2023	Contact: Matt Battaglia, GM. Address: KFNX 4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100
KFNX Social media Job Posting	Sep. 2022 / Mar. 2023	Contact: Matt Battaglia, GM. Address: KFNX 4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100
ASU School – online job posting	Sep. 2022 / Mar. 2023	Contact: Karen Bordeleau Address: ABA 555 N Central Ave.- #302, Phoenix, AZ 85004 / Phone: 602-496-5555
Times Media – posted print ad	Mar. 2023	Contact: N/A Address: Times 1900 W. Broadway Rd Tempe, AZ 85282 / Phone: 480-348-0343
E. Valley Tribune – posted	Mar. 2023	Contact: N/A

print ad		Address: Tribune 1900 W. Broadway Rd Tempe, AZ 85282 / Phone: 480-898-6500
Glendale Star – posted print ad	Mar. 2023	Contact: N/A Address: WV 250 N Litchfield Rd.- #100, Goodyear, AZ 85338 / Phone: 623-847-4600
W. Valley View – posted print ad	Mar. 2023	Contact: N/A Address: WV 250 N Litchfield Rd.- #100, Goodyear, AZ 85338 / Phone: 623-847-4600
Peoria Times – posted print ad	Mar. 2023	Contact: N/A Address: PT 250 N Litchfield Rd.- #100, Goodyear, AZ 85338 / Phone: 623-847-4600
Local Work Job Fair	Oct. 2022	Contact: Kyle Naylor Address: LW 2930 E. Camelback Rd.- #130, Phoenix, AZ 85012 / Phone: 602-495-2195
Phoenix Chamber of Commerce – online job posting	Sep. 2023	Contact: Debbie Drotar Address: GPCC 2575 E. Camelback Rd.- #410, Phoenix, AZ 85016 / Phone: 602-495-2195
Scottsdale Chamber of Commerce – online job posting	Sep. 2023	Contact: Tina Miller Address: ABA 7501 E McCormick Pkwy.- #202N, Scottsdale, AZ 85258 / Phone: 480-355-2700
Craigslist Online Sales Ad posted	Sep. 2023	Contact: N/A Address: Craisglist 989 N Market St.- #200, San Francisco, CA 94103 / Phone: 415-566-6394
Glendale Chamber of Commerce – online job posting	Sep. 2023	Contact: Harry Shapiro Address: GCC 5800 W. Glenn Dr.- #275, Glendale, AZ 85301 / Phone: 623-937-4754
Radio Ink	Sep. 2023	Contact: N/A Address: R Ink 1901 S. Congress Ave.- #118, Boynton Beach, FL 33426 / Phone: 561-655-8778
RBR	Sep. 2023	Contact: Carl Marcucci – Ads / Mktg Address: RBR 331 S. Mizzner Blvd., Boca Raton, FL 33432 / Phone: 703-670-2860
Inside Radio	Sep. 2023	Contact: N/A Address: Inside Radio PO Box 742263 Atlanta, GA 30374 / Phone: 800-248-4242

\* Asterisk after source name indicates that the source is entitled to notification of vacancies.

**Recruitment Initiatives Implemented From June 1, 2022 to May 31, 2023:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
Interns - Ops	July. 2022	Had 1 Ops intern from local broadcaster and recording school (CRAS – Conservatory for the Recording Arts) – overseen by GM and Ops Mgr (day to day)
Interns - Ops	Oct. 2022	Had 1 Ops intern from local broadcaster and recording school (CRAS – Conservatory for the Recording Arts) – overseen by GM and Ops Mgr (day to day)
Online Job Posting - Ops	Oct. 2022	GM Posted Ops ad w/ local school (colleges) Mesa Comm., CRAS and The ABA AZ Broadcasters Assoc. on their online job board that have broadcasting department
Online Job Posting - Sales	Sep. 2022	VP of Sales / Sales Mgr - Posted Sales ad w/ recruiting site Craigslist, AZ Rep, and other radio media sites (ex. – Radio Ink, ABA, etc) on their online job listing
Online Job Posting - Sales	Feb. 2023	VP of Sales / Sales Mgr - Posted Sales ad w/ recruiting site AZ Rep / Zip Recruiter on their online job listing
Job Fair	Oct 2022	Both GM and VP of sales / Sales Mgr - Attended a Local Work job fair in Central Phoenix – got a presenter table to meet possible recruits in person and collected resumes
Career Fair	Feb 2023	Both GM and VP Sales / Sales Mgr - Attended a ASU Career fair locally on main ASU Campus – got a presenter table to meet possible recruits in person and collected resumes
EEO Mgr Meeting	May 2023	Internal Mgr meeting (Pres., GM, Sales Mgr, Ops Mgr attended) to discuss current EEO rules, recruiting initiatives both current and future ideas, Intern program current, and ideas to expand Intern recruitment