

**EEO ANNUAL PUBLIC FILE REPORT**  
**FUTURES AND OPTIONS, INC.**

**1. Full-Time Jobs Filled From June 1, 2024 to May 31, 2025**

*Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy*

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

**Date Filled:** 9/3/2024

**Recruitment Source That Referred The Individual Hired:** KFNX On-Air Ad

**Total Number of People Interviewed for Vacancy:** 2

**List All Recruitment Source(s) Used to Fill Vacancy:**

<b>Recruitment Source Name*</b>	<b>Contact Person</b>	<b>Address and Phone Number</b>	<b>Total No. of Interviewees Referred For Position</b>
KFNX On-Air Sales Ad	Steve Feldman - Sales Mgr	4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100	1
Arizona Republic / Zip Recruiter ad / job site posted	Steve Feldman - Sales Mgr	4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100	1
KFNX website - online job posting	Steve Feldman - Sales Mgr	4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100	0
KFNX referrals from Mgmt and Staff	Steve Feldman - Sales Mgr	4527 N 16 <sup>th</sup> Street - #101, Phoenix, AZ 85016 / Phone: 602-277-1100	0

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

**2. Recruitment Initiatives Implemented From June 1, 2024 to May 31, 2025:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
Interns - Ops	Dec. 2024	Had 1 Ops intern from local broadcaster and recording school (CRAS – Conservatory for the Recording Arts) – overseen by GM & Ops (day to day)
Interns - Ops	March 2025	Had 1 Ops intern from local broadcaster and recording school (CRAS – Conservatory for the Recording Arts) – overseen by GM & Ops (day to day)
Online Job Posting - Sales	July 2024	VP of Sales / Sales Mgr - Posted Sales ad w/ recruiting site AZ Rep / Zip Recruiter on their online job listing
Job Fair	April 2024	GM - Attended a Local Work job fair in Central Phoenix – got a presenter table to meet possible recruits in person and collected resumes
EEO Mgr Meeting	April 2024	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