

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016-July 31, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Board Operator	1-2, 8, 11-12	2
Account Executive	1, 4, 10-12	10
Program Director	1, 10-12	10
Promotion Street Team Member	1-3, 11-12	1

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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	<b>Indeed.com</b>	N	6
2	<b>Word-of-Mouth Referral</b>	N	2
3	<b>Bakersfield College Extended Opportunities</b> 1801 Panorama Drive Bakersfield CA 93306 661-395-4768	N	1
4	<b>Career Services Center</b> 5121 Stockdale HWY Bakersfield CA 93309 christinagarza@edd.ca.gov Contact Christina Garza	N	0
5	<b>CSUB Career Planning Placement Center</b> 9001 Stockdale HWY Bakersfield CA 93311 661-667-3345	N	0
6	<b>Employers Training Resources</b> 1600 E. Belle Terrace Bakersfield CA 93307 David.alanis@edd.ca.gov Contact David Alanis	N	0
7	<b>Goodwill Industries of Kern County</b> 4901 Stine Road Bakersfield CA 661-322-7590	N	0
8	<b>KC Hispanic Chamber of Commerce</b> 227 H Street Bakersfield CA 93304 officeadmin@kkhcc.org	N	0
9	<b>San Joaquin Valley College</b> 201 New Stine Road Suite 200 Bakersfield CA 93309 ShellyM@sjvc.edu	N	0
10	<b>Former Employee (Rehire)</b>	N	2
11	<b>Alpha Media Careers Website</b> www.alphamediausa.com/jobs/view	N	12
12	<b>On-Air Announcements (one or more SEU stations)</b>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>25</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participation in Job/Career Fair	Alpha Media, LLC is an active member of the Kern County Broadcasters Association (KCBA); together Alpha Media and KCBA co-sponsored a career fair at Bakersfield College on April 26, 2017. Students with an interest in a broadcasting career were solicited. Station participants include our Business Manager and Promotions Director.
<b>2</b>	Participate in Scholarship Program	Alpha Media, LLC is an active participant in the Kern County Broadcasters Association Scholarship Program (“KCBA”). Currently KCBA has given out an estimated 20 scholarships, totaling \$10,000; recipients have careers in broadcasting and/or are children of broadcasters. During this reporting period, our General Manager participated in the selection process for the scholarship awards.
<b>3</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	Throughout this reporting period Alpha Media, LLC held monthly management meetings with the General, Business and Sales Managers as well as the Program Directors and all Department Heads. During these meetings, we reviewed how to recognize, avoid and report any possible discriminatory activities and/or behavior to ensure that all stations and management are adhering to state and federal employment laws and are fostering a harassment-and-discrimination-free environment.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 28, 2017, all SEU employees participated in a Discrimination and Sexual Harassment online training through Think HR regarding discrimination and sexual harassment in the workplace and our General Manager, Director of Sales, Programming Managers and Business Managers participated in a subsequent two-hour training session online.