

KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2015 -July 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 13	1
Program Director	2, 10, 12	2
Account Executive	1, 13	1
Promotions Manager	1-2, 12-13	1
Business Manager	1-2, 12	2
Business Manager	1, 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	Indeed.com	N	18
2	Word-of-Mouth Referral	N	5
3	Bakersfield College Extended Opportunities 1801 Panorama Drive Bakersfield CA 93306 661-395-4768	N	0
4	Career Services Center 5121 Stockdale HWY Bakersfield CA 93309 christinagarza@edd.ca.gov Contact Christina Garza	N	0
5	CSUB Career Planning Placement Center 9001 Stockdale HWY Bakersfield CA 93311 661-667-3345	N	0
6	Employers Training Resources 1600 E. Belle Terrace Bakersfield CA 93307 David.alanis@edd.ca.gov Contact David Alanis	N	0
7	Goodwill Industries of Kern County 4901 Stine Road Bakersfield CA 661-322-7590	N	0
8	KC Hispanic Chamber of Commerce 227 H Street Bakersfield CA 93304 officeadmin@kkhcc.org	N	0
9	San Joaquin Valley College 201 New Stine Road Suite 200 Bakersfield CA 93309 ShellyM@sjvc.edu	N	0
10	All Access.com	N	1
11	Former Employee (Rehire)	N	0
12	Alpha Media Careers Website www.alphamediausa.com/jobs/view	N	16
13	On Air Announcements (one or more SEU stations)	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			45

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	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 27, 2016. Students with an interest in a broadcasting career were solicited. Station participants include our Business Manager and Promotions Director.
2	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.
3	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 Manager, Business Manager, Sales Manager, Program Directors and all Department Heads. During these meetings, we review how to recognize, avoid and report any possible discriminatory activities. The purpose of the meetings is to ensure that all stations and management are adhering to state and federal employment laws and are administering a harassment- and discrimination-free environment

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On May 18, 2016, all employees participated in a Discrimination and Sexual Harassment online training through Think HR. The seminar focuses on how to recognize, avoid and report discrimination in the workplace. Further, our General Manager, Director of Sales, Programming Managers and Business Manager participated in a two hour online training, which emphasizes the aforementioned topics and how to identify and prevent potential issues within the organization.
5	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On April 14, 2016, station personnel attended a comprehensive training webinar entitled, “The FCC’s EEO Rules: The Nuts & Bolts for Alpha Media” conducted by Alpha Media’s FCC counsel, Elizabeth E. Goldin of Wiley Rein LLP. Station participants included our Business Manager.