

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017-July 31, 2018**

**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>
Account Executive	1, 10-12	10
Account Executive	1, 11-12	12
On Air Personality	1-2, 11-12	2
Director Sales	1-2, 11-13	11

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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	0
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	1
11	<b>Alpha Media Careers Website</b> www.alphamediausa.com/jobs	N	12
12	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	2
13	<b>Job Fairs</b> ( <i>see Sec. III</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			23

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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) and, in that capacity, co-sponsored a career fair at Bakersfield College with the KCBA on April 26, 2018. Our SEU ran on-air announcements promoting the event and participated in the fair as a local employer. Station participants included 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) and, in that capacity; our General Manager participated in the selection process for the KCBA's scholarship during this reporting period. KCBA provided five scholarships in 2018 to recipients who are current broadcasting professionals seeking to advance their careers and/or are children of broadcasters.
<b>3</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	Throughout this reporting period, our SEU held monthly management meetings with the General Manager, Business Manager, Sales Manager, Program Directors and all department heads. During these meetings, we reviewed how to recognize, avoid and report any possible discriminatory activities. The purpose of the meetings is to help ensure that all are adhering to state and federal employment laws and are administering 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 June 20, 2018, 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 an additional two-hour online training for supervisors, which emphasizes the aforementioned topics and how to identify and prevent potential issues within the organization.