

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM  
EEO PUBLIC FILE REPORT  
August 1, 2022-July 31, 2023**

**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>
No vacancies were filled during this reporting period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
No vacancies were filled during this reporting period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Scholarship Program	Alpha Media 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 scholarship program during this reporting period. KCBA provided (3) \$500.00 & (2) \$2,500.00 scholarships in 2023 to recipients who are current broadcasting professionals seeking to advance their careers and/or are children of broadcasters.
<b>2</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On April 26, 2023, our Business Manager participated in a Think HR online training program provided by Alpha Media entitled, “Valuing Diversity.”
<b>3</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2023, our Market Manager participated in a Think HR online training program provided by Alpha Media entitled “Sustaining Diversity, Equity and Inclusion.”
<b>4</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2023, our Market Manager participated in a Think HR online training program provided by Alpha Media entitled “EEO - How Managers Can Address Diversity and Inclusion with Employees.”
<b>5</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2023, our Market Manager participated in Think HR online training program provided by Alpha Media entitled “EEO – Preventing Employment Discrimination”