

KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2023-July 31, 2024

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
Integrated Marketing Consultant	1-5, 15-16	2
Integrated Marketing Consultant (Bilingual)	1-5, 15-16	15
Account Executive	1-5, 15-16	2

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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	Word-of-Mouth Referral	N	0
2	Indeed.com	N	11
3	GlassDoor	N	0
4	ZipRecruiter	N	0
5	LinkedIn	N	1
6	Bakersfield College Extended Opportunities 1801 Panorama Drive Bakersfield CA 93306 661-395-4768 (Fax)	N	0
7	America’s Job Center 1600 E Belle Terrace Bakersfield CA 93307 yoemma.esparza@edd.ca.gov 661-336-6912	N	0
8	CSUB Career Planning Placement Center 9001 Stockdale HWY Bakersfield CA 93311 career@csub.edu (Via Handshake) 661-667-3345	N	0
9	Employers Training Resources 1600 E. Belle Terrace Bakersfield CA 93307 carolina.aldaco@edd.ca.gov 661-336-6912	N	0
10	Kern Patriot Partnership for Veterans 1120 Golden State Avenue Bakersfield, CA 93301 info4vets@kerncounty.com 661-868-7315 Contact: Vaughn	N	0
11	KC Hispanic Chamber of Commerce 227 H Street Bakersfield CA 93304 mail@kkhcc.org	N	0
12	UEI College 3737 Rosedale Highway Bakersfield CA 93308 forda@uei.edu	N	0
13	San Joaquin Valley College 201 New Stine Road Bakersfield CA 93309 kelly.honore@sjvc.edu	N	0
14	Former Employee (Rehire)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Alpha Media Careers Website www.alphamediausa.com/jobs	N	7
16	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
17	Job Fairs (<i>see Sec. III</i>)	N	0
18	Broadcast Association Website	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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 2024 to recipients who are current broadcasting professionals seeking to advance their careers and/or are children of broadcasters.
2	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 30, 2024, our Business Manager participated in a Paycor online training program provided by Alpha Media entitled “Diversity, Equity, and Inclusion in Management.”
3	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 30, 2024, our Business Manager participated in a Paycor online training program provided by Alpha Media entitled “Understanding Unconscious Bias.”
4	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 30, 2024, our Business Manager participated in Paycor online training program provided by Alpha Media entitled “Strategies for Tackling Unconscious Bias”