

KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2021-July 31, 2022

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	1-2, 11-12	2
Account Executive	1-2, 11-12	2
On Air Talent/Board Op	1-2, 11-12	2

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2021-July 31, 2022**

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

KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
 August 1, 2021-July 31, 2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Broadcast Association Website	N	0
16	All Access.com (info pulled from Indeed.com per Rep)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2021-July 31, 2022**

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) \$1,000.00 scholarships in 2022 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 18, 2022, our Business Manager participated (2) Think HR online training program provided by Alpha Media entitled, “Equal Employment Opportunity and Lawful Hiring” and “Your Role in Workplace Diversity.”
3	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 18, 2022, our Market Manager participated in a Think HR online training program provided by Alpha Media entitled, “A Manager’s Guide to Diversity, Inclusion & Accommodation”.