

**KKUU(FM), KCLB-FM, KDGL(FM), KDES-FM, KPSI-FM, KNWZ(AM),  
KCLZ(FM), KNWH(AM), KNWQ(AM)**

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Integrated Marketing Specialist	1,2,3,4,5	5

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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>
1	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	N	2
2	<b>Indeed Website</b> <a href="http://www.indeed.com/">http://www.indeed.com/</a>	N	0
3	<b>LinkedIn Website</b> www.linkedin.com	N	1
4	<b>Glassdoor</b> www.glassdoor.com	N	0
5	<b>Employee Referral</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Management EEO Training	On October 18, 2023, our Market Manager participated in a Mineral training program provided by Alpha Media entitled, "Workplace Violence an Bullying Prevention"
2	Management EEO Training	On September 15, 2023 our Business Manager attended a training on the FCC's EEO Rules and Regulations provided by Wiley Rein.
3	Management EEO Training	On November 16, 2023, our Director of Sales participated in a Mineral training program provided by Alpha Media entitled, "California Sexual Harassment Prevention for Employees 4.0 (US)."
3	Mentoring Program	As part of our SEU's mentorship program, an Entry level Integrated Marketing Specialist shadowed experienced AE's to learn best practices, inclusive of; prospecting, needs/analysis, presentation skills, strategic marketing, presentations, closing skills, and customer service while attending client meetings