

**KSDR(AM), KSDR-FM, KDLO-FM, KIXX(FM), KKSD(FM), KWAT(AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2023-November 30, 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>
Outside Sale Executive	1-5	3

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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>On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	0
2	<b>Alpha Media Careers</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	1
3	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
4	<b>Linked In</b> <a href="https://www.linkedin.com">https://www.linkedin.com</a>	No	0
5	<b>Glass Door</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>1</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On November 27, 2024, our Market Manager underwent training on Creating Value Through Diversity an Inclusion.
<b>2</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On November 27, 2024, Market Manager underwent training on Diversity, Equity and Inclusion in Talent Management.
<b>3</b>	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	In November 2024, our SEU established an ongoing training program for a former News Director for the position of Outside Sales. The employee is being trained on a different skill set which will provide him with better income opportunities.