

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2018-July 31, 2019**

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
Business Manager	1-2, 11-12	1
Market Manager	2*	2
Assistant Program Director	1- 2, 11-12	2
Promotions Director	1- 2, 11-12	2

**Exigent Circumstances*

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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	Indeed.com (automated posting from Alpha Media careers website)	N	11
2	Word-of-Mouth Referral	N	6
3	Bakersfield College Extended Opportunities 1801 Panorama Drive Bakersfield CA 93306 661-395-4768	N	0
4	Career Services Center 5121 Stockdale HWY Bakersfield CA 93309 christinagarza@edd.ca.gov Contact Christina Garza	N	0
5	CSUB Career Planning Placement Center 9001 Stockdale HWY Bakersfield CA 93311 661-667-3345	N	0
6	Employers Training Resources 1600 E. Belle Terrace Bakersfield CA 93307 David.alanis@edd.ca.gov Contact David Alanis	N	0
7	Goodwill Industries of Kern County 4901 Stine Road Bakersfield CA 661-322-7590	N	0
8	KC Hispanic Chamber of Commerce 227 H Street Bakersfield CA 93304 officeadmin@kkhcc.org	N	0
9	San Joaquin Valley College 201 New Stine Road Suite 200 Bakersfield CA 93309 ShellyM@sjvc.edu	N	0
10	Former Employee (Rehire)	N	0
11	Alpha Media Careers Website www.alpha-media.com/jobs	N	0
12	On-Air Announcements (one or more SEU stations)	N	1
13	Job Fairs (see Sec. III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Scholarship Program	Alpha Media, LLC 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’s scholarship during this reporting period. KCBA provided five scholarships in 2019 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 29, 2019, our Business Manager took an online training program entitled, “Equal Employment Opportunity and Lawful Hiring” presented by Think HR.