

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-6, 8-9, 12	3
Account Executive	2-6, 8-9, 12	9
On-Air Talent	1-2, 5-6, 8-9, 11	11

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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>College of the Desert</b> <i>(via Purple Briefcase)</i> 43-500 Monterey Ave Palm Desert, CA 92260	N	1
2	<b>CV Weekly</b> 81180 Avenida Gonzales Indio, CA 92201 <a href="mailto:publisher@coachellavalleyweekly.com">publisher@coachellavalleyweekly.com</a> Phone: <a href="tel:760-501-6228">760-501-6228</a>	N	0
3	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers/">http://www.alphamediausa.com/careers/</a>	N	4
4	<b>Indeed</b> <i>(automated posting from Alpha Media careers website)</i> <a href="http://www.indeed.com/">http://www.indeed.com/</a>	N	0
5	<b>Employment Development Department</b> 44199 Monroe St, Indio, CA 92201 (760) 863-2500 Annette Best <a href="mailto:abest@rivco.org">abest@rivco.org</a> <i>Source distributes postings to the Caljobs website and numerous state social services agencies</i>	N	0
6	<b>craigslist.org</b> <a href="https://palmsprings.craigslist.org/search/sls">https://palmsprings.craigslist.org/search/sls</a>	N	3
7	<b>Non-Employee Referral</b>	N	0
8	<b>Internal Posting/Candidate</b>	N	0
9	<b>Employee Referral</b>	N	1
10	<b>Walk-In/Self-Referral</b>	N	0
11	<b>Internal Transfer/Promotion</b>	N	1
12	<b>Job Fairs</b> <i>(see Sec. III)</i>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participate in job fair	On September 20, 2018, our SEU participated in the Valley Wide Employment Expo in Indio, California. Station participants included our Promotions Director and Program Director, who spoke with interested attendees about careers in broadcasting.
2	Participate in job fair	On October 16, 2018, our SEU participated in the Palm Springs Business Expo in Palm Springs CA. Station participants included our Promotions Director, who spoke with interested attendees about careers in broadcasting.
3	Participate in job fair	On March 26, 2019, our SEU participated in the College of the Desert Job Fair. Station participants included our Promotions Director and Program director, who spoke with interested attendees about careers in broadcasting. Students were informed of internship programs available at the SEU
4	Host job fair	On October 15-16, 2018, our SEU hosted the Coachella Valley Job Fair, a virtual online hiring fair. Our SEU coordinated logistics for the fair with the virtual software provider, solicited local participating exhibitors, hosted its own hiring booth during the two-day event and monitored the online activity, including accepting applications and resumes from interested candidates. The SEU also ran on-air announcements to promote the job fair. Station participants included our Digital Director/Promotions Director.
5	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 25, 2019, our SEU participated in an online training program entitled, "Equal Employment Opportunity and Lawful Hiring" presented by Think HR. Our Business Manager completed the certification.