

KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2019-July 31, 2020

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 |
| On Air Talent/Announcer | 1-2, 11-12 | 2 |
| Street Team | 1- 2, 11-12 | 2 |
| Interactive/Digital Sales Manager | 1- 2, 11-12 | 2 |

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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 | N | 7 |
| 2 | Word-of-Mouth Referral | N | 9 |
| 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 officeadmin@kkhcc.org | N | 0 |
| 9 | UEI College 3737 Rosedale Highway Bakersfield CA 93308 forda@uei.edu | N | 0 |
| 10 | Former Employee (Rehire) | N | 0 |
| 11 | Alpha Media Careers Website www.alphamediausa.com/jobs | N | 3 |
| 12 | On-Air Announcements (<i>one or more SEU stations</i>) | N | 0 |
| 13 | Job Fairs (<i>see Sec. III</i>) | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 19 |

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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 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 30, 2020, our Business Manager participated in a Think HR online training program provided by Alpha Media entitled, "Equal Employment Opportunity and Lawful Hiring". |
| 3 | Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination | On July 29, 2020, our Market Manager participated in a Think HR online training program provided by Alpha Media entitled, "Essentials of Interviewing and Hiring". |