

**KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM  
EEO PUBLIC FILE REPORT  
August 1, 2020-July 31, 2021**

**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>
No Vacancies were filled during this reporting period.		

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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>Indeed.com</b>	N	0
2	<b>Word-of-Mouth Referral</b>	N	0
3	<b>Bakersfield College Extended Opportunities</b> 1801 Panorama Drive Bakersfield CA 93306 661-395-4768 (Fax)	N	0
4	<b>America’s Job Center</b> 1600 E Belle Terrace Bakersfield CA 93307 <a href="mailto:yoemma.esparza@edd.ca.gov">yoemma.esparza@edd.ca.gov</a> 661-336-6912	N	0
5	<b>CSUB Career Planning Placement Center</b> 9001 Stockdale HWY Bakersfield CA 93311 <a href="mailto:career@csub.edu">career@csub.edu</a> (Via Handshake) 661-667-3345	N	0
6	<b>Employers Training Resources</b> 1600 E. Belle Terrace Bakersfield CA 93307 <a href="mailto:carolina.aldaco@edd.ca.gov">carolina.aldaco@edd.ca.gov</a> 661-336-6912	N	0
7	<b>Kern Patriot Partnership for Veterans</b> 1120 Golden State Avenue Bakersfield, CA 93301 <a href="mailto:info4vets@kerncounty.com">info4vets@kerncounty.com</a> 661-868-7315 Contact: Vaughn	N	0
8	<b>KC Hispanic Chamber of Commerce</b> 227 H Street Bakersfield CA 93304 <a href="mailto:mail@kkhcc.org">mail@kkhcc.org</a>	N	0
9	<b>UEI College</b> 3737 Rosedale Highway Bakersfield CA 93308 <a href="mailto:forda@uei.edu">forda@uei.edu</a>	N	0
10	<b>San Joaquin Valley College</b> 201 New Stine Road Bakersfield CA 93309 <a href="mailto:kelly.honore@sjvc.edu">kelly.honore@sjvc.edu</a>	N	0
11	<b>Former Employee (Rehire)</b>	N	0
12	<b>Alpha Media Careers Website</b> <a href="http://www.alpha-media.com/jobs">www.alpha-media.com/jobs</a>	N	0
13	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
14	<b>Job Fairs</b> ( <i>see Sec. III</i> )	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>Broadcast Association Website</b>	N	0
16	<b>All Access.com</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			0

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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 2021 to recipients who are current broadcasting professionals seeking to advance their careers and/or are children of broadcasters.
<b>2</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On June 23, 2021, our Business Manager participated in a Think HR online training program provided by Alpha Media entitled, “Equal Employment Opportunity and Lawful Hiring”.
<b>3</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On June 23, 2021, our Market Manager participated in (2) Think HR online training program provided by Alpha Media entitled, “A Manager’s Guide to Diversity, Inclusion & Accommodation” and “Your Role in Workplace Diversity”.