

KKBB(FM), KLLY(FM), KNZR(AM), KNZR-FM
EEO PUBLIC FILE REPORT
August 1, 2024-July 31, 2025

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
Outside Sales Executive	1-5, 15-16	1
Outside Sales Executive	1-5, 15-16	15

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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	Word-of-Mouth Referral	N	1
2	Indeed.com	N	2
3	GlassDoor	N	0
4	ZipRecruiter	N	3
5	LinkedIn	N	2
6	Bakersfield College Extended Opportunities 1801 Panorama Drive Bakersfield CA 93306 661-395-4768 (Fax)	N	0
7	America’s Job Center 1600 E Belle Terrace Bakersfield CA 93307 yoemma.esparza@edd.ca.gov 661-336-6912	N	0
8	CSUB Career Planning Placement Center 9001 Stockdale HWY Bakersfield CA 93311 career@csub.edu (Via Handshake) 661-667-3345	N	0
9	Employers Training Resources 1600 E. Belle Terrace Bakersfield CA 93307 carolina.aldaco@edd.ca.gov 661-336-6912	N	0
10	Kern Patriot Partnership for Veterans 1120 Golden State Avenue Bakersfield, CA 93301 info4vets@kerncounty.com 661-868-7315 Contact: Vaughn	N	0
11	KC Hispanic Chamber of Commerce 227 H Street Bakersfield CA 93304 mail@kkhcc.org	N	0
12	UEI College 3737 Rosedale Highway Bakersfield CA 93308 forda@uei.edu	N	0
13	San Joaquin Valley College 201 New Stine Road Bakersfield CA 93309 kelly.honore@sjvc.edu	N	0
14	Former Employee (Rehire)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Alpha Media Careers Website www.alphamediausa.com/jobs	N	6
16	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
17	Job Fairs (<i>see Sec. III</i>)	N	0
18	Broadcast Association Website	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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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 (1) \$500.00 & (7) \$2,500.00 scholarships in 2025 to recipients who are current broadcasting professionals seeking to advance their careers and/or are children of broadcasters.
2	Provide EEO Training to Management Level Personnel	On July 23, 2025, our General Manager participated in a Paycor online training program provided by Alpha Media entitled “Interviewing and Hiring While Protecting Yourself and Your Organization 3.0 (US).”
3	Provide EEO Training to Management Level Personnel	On July 25, 2025, our Business Manager participated in a Paycor online training program provided by Alpha Media entitled “Americans with Disabilities Act 2.0 (US).”
4	Provide EEO Training to Management Level Personnel	On July 25, 2025, our Business Manager participated in Paycor online training program provided by Alpha Media entitled “Neurodiversity - Neurodiverse Hiring 2.0.”