

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2021 – May 31, 2022**

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
Digital Sales Manager	1-18, 22, 25-52	22
Production Director	1-17, 22, 25-52	22
KBUL-FM Morning Show Co-Host	1-17, 19, 22, 25-52	22
Production Director	1-17, 20, 22, 25-52	20

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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	N. Nevada Black Cultural Awareness Job Posting P. O. Box 21448 Reno, NV 89515 PH: 775.329.8990	No	0
2	Reno Sparks Indian Colony Contact: De De Ramirez 34 Reservation Rd. Reno, NV 89502 PH: 775.329.2936	No	0
3	International Students & Scholars Contact: Susie Askew Mail Stop 074 120 Fitzgerald Student Services Bldg. Reno, NV 89557 PH: 775.784.6874	No	0
4	Ethnic Center for Student Cultural Diversity/0144 Contact: Zabet Nelson Mail Stop 144 Joe Crowley Student Union 3 rd Floor Reno, NV 89557 PH: 775.784.4936	No	0
5	NAACP Reno-Sparks Chapter Job Posting P. O. Box 7757 Reno, NV 89510 PH: 775.322.2992	No	0

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6	Job Connect (Reno) Reno Town Mall Job Posting 4001 S. Virginia, Ste. H Reno, NV 89502 PH: 775.823-8100	No	0
7	AARP Job Placement 1135 Terminal Way Ste.# 102 Reno, NV 89502 PH: 775.323.2243	No	0
8	Nevada Urban Indians, Inc. Contact: Mike Greene 6512 S. McCarran Blvd., Stes. A, B, C Reno, NV 89509 PH: 775.788.7600	No	0
9	TMCC Job Placement Contact: Sidney Sullivan 7000 Dandini Rdmt 115 Reno, NV 89512 PH: 775.674.7661	No	0
10	Employer Support of the Guard and Reserves 685 E. Plumb Lane Reno, NV 89502 PH: 775-384-5810	No	0
11	Work for Warriors – Nevada National Guard 6490 Range Rd. Las Vegas, NV 89115 PH: 702-632-0500	No	0

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12	Work for Warriors Nevada 4500 West Silverado Ranch Blvd. Las Vegas, NV 89139 PH: 702-856-4951	No	0
13	Sierra Nevada Job Corp 14175 Mt Charleston St. Reno, NV 89506 PH: 775-789-1000	No	0
14	El Sol De Nevada 207 W. Moana Ln. Reno, NV 89509 PH: 775-786-0189	No	0
15	Reno Sparks Indian Colony 34 Reservation Rd. Reno, NV 89502 PH: 775-329-2936	No	0
16	Nevada Broadcasters Association Contact: Melanie Mueller 1050 E. Flamingo Rd., Suite S-110 Las Vegas, NV 89119 PH: 702.794.4994	No	0
17	Nevada Job Connect (NVDETR) www.detr.state.nv.us PH: 775.834.1970	No	0
18	Professional Institute of Technology Contact: Bill Sero 1201 Terminal Way Ste# 100 Reno, NV 89502 PH: 775.870.1881	No	0

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19	All Access Website www.allaccess.com	No	0
20	Word-of-Mouth Referral	No	1
21	Craig’s List Website www.reno.craigslist.org	No	0
22	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	No	41
23	SEU Job Fairs (<i>See Section III</i>)	No	0
24	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
25	Adzuna Website www.adzuna.com/	N	0
26	Job Is Job Website www.jobisjob.com/	N	0
27	MyJobHelper Website www.myjobhelper.com/	N	0
28	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
29	The Job Spider www.jobspider.com/	N	0
30	Trovit Website www.trovit.com/	N	0
31	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	13
32	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
33	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	0
34	Abilities in Jobs www.abilitiesinjobs.com	N	0

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35	Asian in Jobs www.asianinjobs.com	N	0
36	Black In Jobs www.blackinjobs.com	N	0
37	Hispanic In Jobs www.hispanicinjobs.com	N	0
38	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
39	Diversity in Jobs www.diversityinjobs.com	N	0
40	Seniors in Jobs www.seniorsinjobs.com	N	0
41	Women in Jobs www.womeninjobs.com	N	0
42	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
43	Disabled Person www.disAbledperson.com	N	0
44	Hire Black Now www.hireblacknow.com	N	0
45	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
46	African American Job Search www.africanamericanjobsearch.com	N	0
47	Asian Job Search www.asianjobsearch.com	N	0
48	LGBT Job Search www.lgbtjobsearch.com	N	0
49	Disabled Job Seekers www.disabledjobseekers.com	N	0

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50	US Diversity Job Search www.usdiversityjobsearch.com	N	0
51	Veteran Career Center www.veterancareercenter.com	N	0
52	Seniors to Work www.seniorstowork.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			55

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On October 15, 2021, our SEU participated in a Small Business Expo hosted by the Nevada’s Center for Entrepreneurship and Technology at the RSCVA Mt. Rose Ballroom. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Local Sales Manager.
2	Participate in Job Fair	On February 16, 2022, our SEU participated in a Career Fair hosted by the University of Nevada-Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	On July 15, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.

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4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

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7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On May 24, 2022, our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained. On May 25, 2022, our Market Manager watched the recording of this presentation.</p>
8	Host Online Job Fair	<p>During this reporting period, our SEU organized, hosted, and participated in the online job fair, Job Fair Reno, via the website www.jobfairreno.com. Employment candidates were provided with an opportunity to contact fifteen (15) potential employers, including our SEU/company. Job seekers who participated were able to contact one or more of the potential employers by clicking on their names/logo(s) to obtain more information about the positions available and, if interested, upload their resumes and arrange interviews. This site was available 24 hours per day, seven days per week over the course of 274 days.</p> <p>Our SEU solicited the participation of local employers, participated in the job fair, and organized all logistical aspects of this online opportunity. Our Market Manager, Business Manager, and Digital Sales Manager were directly involved in the job fair.</p>