

RM Broadcasting, LLC

KMRJ, KRHQ, KPLM, K268AH, KPLM-FM1, KPLM-FM2, KJZZ - EEO Form 396

Narrative Statement

As set forth in the 2019/2020 and 2020/2021 EEO public file reports submitted with this Schedule 396, RM Broadcasting, LLC (RMB) uses a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the station, including periodicals, area colleges and universities, professional and industry organizations, military veteran placement services, employment agencies, station website, and third-party job-related websites. However, RMB has had only one full-time position vacancy in the past two years that necessitated use of those recruitment sources.

RMB also has engaged in a variety of non-vacancy-specific outreach initiatives including offering an internship program for local students interested in careers in broadcasting, as well as participation in Southern California Broadcasters Association scholarship program to advance careers in broadcasting. RMB co-hosted the 2019 Valley-Wide Employment Expo and both sponsored and maintained a recruitment booth at the Black Heritage week in Palm Springs, CA.

RMB also sponsored the local Tamale Festival and recruited Hispanic candidates at same for potential employment opportunities. Furthermore, RMB participated in local educational institutions "Career Day" and hosted College of the Desert communications students for a station tour as well as in-class events.

Notwithstanding the foregoing, commencing in March 2020, RMB's efforts regarding non-specific outreach were severely curtailed by COVID-19 protocols, however it was still able to participate in the 2020 Valley-Wide Employment Expo, which was held virtually on October 15, 2020, and engaged in an FCC EEO Training program as well as an internal training program to assist employees in advancing to higher positions.