

## KRVC-FM Narrative

The following are examples of how KRVC-FM has achieved broad and inclusive outreach over the last two years.

1. We have participated in several job fairs with Harry and David Corp. We attend those fairs at no charge to the client and help them promote vacant positions. Those positions include secretarial, order intake and processing, packing and shipping and harvesting. The harvesting portion focuses on the Hispanic community.
2. Opus Broadcasting produced employment commercials play 24/7 both on air and through our internet stream when we are recruiting for positions in our company.
3. "Love Up" is a movement created by Johnjay and Rich (our syndicated Morning Show) to spread love and kindness throughout the community to support our most vulnerable children living within the foster care system. In addition to on-air we support this movement locally through social media and our website.
4. We regularly broadcast live public service announcements for the benefit of non-profit organizations in our community.

KRVC and its' staff are dedicated to the good of our community and our listeners. While several Radio Stations have chosen to either syndicate or run no-host programming through the majority of their programming, we are committed to keeping local and live hosts, which are every weekday from 10a-7p. This helps us continue to provide up to date, real time and relevant information to our listeners and the community.

## Dissemination of Vacancy Availabilities:

Prong 1: Job opportunities are posted year round on the “Career Connections” employment page on our websites. [www.opusradio.com/career](http://www.opusradio.com/career)

Prong 2: Job vacancies are available for each recruitment organization that requests it. No requests have been submitted.

### Prong 3:

(iii) Participated in several job fairs for Harry and David corporation which includes substantial participation of women and minorities, specifically Hispanics.

(viii) Certified Marketing Programs through RAB for employees to further their knowledge of the industry which could qualify them for higher level positions.

(ix) Mentoring of Nate Goodyear by Rick Ferguson to be proficient and knowledgeable of our digital sales division.

Recordkeeping Requirements: (i) There have been no vacancies in on-air or programming that haven’t been filled in exigent circumstances.

(ii) For sales positions the following sources have been used: Broadcast commercials aired 8/20/21 – 12/31/21 and 3/12/20 – 4/12/20. Aforementioned website ad is constant. Indeed.com 2/24/20 – 3/8/20.

(iii) available on request

(iv) Sources for interviews were Opus website, Indeed.com and referalls.

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