

KLUZ, KRZY-AM, KRZY-FM, KTFQ
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KLUZ, KRZY-AM, KRZY-FM, KTFQ**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KLUZ, KRZY-AM, KRZY-FM, KTFQ**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	7/13/2020	Participation in Job Fairs	New Mexico Broadcaster's Association Virtual Job Fair. Job Fair ran from 7/13/2020-7/19/2020. Used as additional recruitment efforts for the following position: AE/IMSC	1	SVP IMSC	0.25
2	7/20/2020	Provision of training to management	All station staff, including management, participated in an online EEO Unlawful Harassment Prevention course. This program is designed to train employees on how to recognize, handle and prevent different types of harassment and discrimination. A test was given at the end of each section to ensure that the employee was understanding the information. Employees received a certificate upon successful completion of the course.	13	Managers & Staff	1.00
3	11/9/2020	Participation in Job Fairs	New Mexico Broadcaster's Association Virtual Job Fair. Job Fair ran from 11/9/2020-11/15/2020. Used as additional recruitment efforts for the following position: AE/IMSC	1	SVP IMSC	0.25
4	12/3/2020	Participation in Job Fairs	Virtual Career Fair with Western New Mexico University. This career fair was used as additional recruiting efforts for the following position: AE/IMSC	1	SVP IMS	0.25
5	2/22/2021	Participation in Job Fairs	New Mexico Broadcaster's Association Virtual Job Fair. Job Fair ran from 2/22/21-2/28/21. Used as additional recruitment efforts for the following position: AE/IMSC	1	SVP IMSC	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	3/24/2021	Provision of training to management	The New Mexico Broadcasters hosted a webinar with David Oxenford. The topic of the webinar was "Staying on Top of Your Broadcast FCC EEO Obligations." The webinar discussed compliance with EEO rules not only with license renewal but also through periodic audits. It also reminded stations of the need for wide dissemination of information about job openings and engaging in specified outreach activities designed to educate the community about broadcast employment and training employees for advancement in their broadcast careers, even if their station has no job openings.	1	Business Operations Manager	1.00
7	5/5/2021	Provision of training to management	Alex La Brie, EVP of Global HR & Risk Management, conducted a webinar with all EVC Business Operations Managers to review and answer any questions about the 3 prongs of EEO compliance.	1	Business Operations Manager	1.00
8	5/17/2021	Participation in Job Fairs	New Mexico Broadcaster's Association Virtual Job Fair. Job Fair ran from 5/17/21-5/23/21. Used as additional recruitment efforts for the following position: AE/IMSC	1	SVP IMSC	0.25
9	5/20/2021	Provision of training to management	EVC Corporate coordinated a virtual training session with all EVC Business Operations Managers and Terrie Knight Gura, Client Services & Integrations Supervisor, of Broadcast1Source. EEO compliance requirements, tools and reports were discussed.	1	Business Operations Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.25