KATM(FM), KHKK(FM), KDJK(FM), KHOP(FM), KWIN(FM), KWNN(FM), KJOY(FM) and KESP(AM)
EEO PUBLIC FILE REPORT
August 1, 2020 – July 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 Full-Time Positions Were Filled During this Reporting Period.		

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and the prevention of discrimination and harassment	On March 2, 2021, our Market, Business, and Assistant Business Managers participated in a training session sponsored by the California Broadcaster's Association, entitled, *The FCC EEO Rules and How to Survive Them*. The training provided best practices to stay on top of the FCC's EEO requirements. Participants were provided with the manual, *EEO Regulations for Broadcasters* following the session to refer to when questions arise.
2	Training programs designed to enable station personnel to acquire skills that qualify them for higher level positions	Training is always available to SEU staff members interested in advancing within the Company and, most recently, as a result of the COVID-19 pandemic our SEU conducted cross-training. The furloughs and lay-offs which effected this SEU required many staff members to learn how to perform the duties of other employees while working from home. Often times these extra duties were previously performed by those holding higher level positions. Needless to say, this has been challenging, however, the Company is proud of the extraordinary efforts of its staff during such a trying time. A specific example of our cross-training efforts follows: our Business Manager taught our Assistant Business Manager how to handle incoming orders and invoices for political advertising, which included uploading orders and invoices into the Stations' online public files in the absence of the Business Manager. This task is critical since the FCC has emphasized its importance as well as the consequences if political documents are not consistently uploaded properly and in a timely fashion.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 10, 2021, our SEU's Business and Assistant Business Managers participated in the California Lutheran University virtual job fair, during which they spoke with students about career opportunities in broadcasting as well as job openings within the SEU. Our Business Manager prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 19, 2021, our SEU's Business Manager participated in the Arizona State University virtual job fair, during which she spoke with students about career opportunities in broadcasting as well as job openings within the SEU. She prepared and shared a Power Point presentation which included information about the Company and detailed the variety of career options available in radio as well as the qualifications necessary for each position.