

EEO filing Report for the period 12 months December 1, 2023 through November 30, 2024.

***First Initiative:** We air a feature called **NOW HIRING** that runs three times a day, seven days a week on all four of our radio stations. It also runs on our Facebook page, website, Cable Channel 3 and in our daily Radiogram. This feature will air our own generic request several times a month along with some non for profits next to paid clients.

***Second Initiative:** We had an EEO managers meeting between myself and our Operations Manager on April 16th to go over our standard EEO practices. .

***Third Initiative:** We had EEO training with Jim Bartles on January 26th 2019. The focus was on Recruitment for FT employees and job vacancy notifications.

List of Recruitment Sources used for vacancies.

*Report Prepared by Jake
Weber December 1, 2024*

A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period.

- Two sales positions

For each such vacancy, the recruitment source(s) utilized to fill the vacancy. *Radiogram, KTRF AM, KTRF FM, KKDQ FM, KKAQ AM, Facebook, Cable Channel 3 and Indeed.com.*

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period; KTRF AM

11/30/2023 - 12/1/2024

Total Number of Persons Interviewed for Full-Time Vacancies: 2

Total Number of Interviewees Referred by Each Source: KTRF AM - 2

None from - Radiogram, KTRF AM, KTRF FM, KKDQ FM, KKAQ AM, Facebook, Cable Channel 3 and Indeed.com.

Job Title: Sales Filled January 15th and filled August 5th

January 15th - Andrew Vanke (Hired)

- **Interviewed on Jan 2, 2024**

August 5th - Michelle Gjerdesd (Hired)

- **Interviewed on Jul 18, 2024**

No other interviews.