

**ANNUAL EEO PUBLIC FILE REPORT FOR:
KWNZ (FM), KNEZ (FM), KZTI (FM), KRZQ (FM)**



The purpose of this EEO Public File Report is to comply with section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:
Shamrock Nevada (KWNZ, KNEZ, KZTI, and KRZQ)
and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this report covers the time period beginning 5/22/13 up to and including 5/21/14

The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station(s) comprising the Station Employment Unit during the Applicable Period
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c) (1) (ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC rules.

Appendices 1,2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for which this Source was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or by e-mail.

APPENDIX 1

Section 1: Vacancy Information

	Full-Time Positions Job Title/Filled By	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this Position	Recruitment Sources Used for this Position
5/28/2013	Account Executive	L	8	L, N
7/19/2013	On Air	B	4	B, K
2/10/2014	Account Executive	D	11	D, K, L
4/22/2014	Account Executive	M	7	D, K, M, N
3/17/2014	Promotions Director	G	2	G, K

APPENDIX 2

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees Provided This Period
A	Reno Gazette-Journal PO Box 677345 Dallas, TX 75267-7345	0
B	AllAccess.com	4
C	Times Shamrock Email Blasts 149 Penn Ave Scranton, PA 18503	0
D	Referrals	2
E	Nevada JobConnect website www.nevadajobconnect.com	0
F	www.CareerBuilder.com	0
G	Internal Hire	2
H	NAACP PO BOX 7757 RENO 89510 775-322-2992 LONNIE FEEMSTER PRES	0

I	Alliance for Women in Media National Headquarters 1760 Old Meadow Road, Suite 500 McLean, VA 22102	0
J	DETR 500 E. 3rd Street Carson City, NV 89713	0
K	Job Fairs	6
L	Radio Ad	11
M	Recruited from another company	1
N	www.craigslist.org	6

APPENDIX 3

Section 2: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Shamrock Nevada (KWNZ, KNEZ, KZTI, and KRZQ)

Shamrock Communications, has a long history of providing internships for students majoring in mass communications. We are in the process of developing an internship program in Reno and hope to continue this practice in Nevada in the next reporting period

- 1.) One sales and marketing internships was awarded this period

Shamrock Communications encourages students interested in a career in broadcasting to shadow our employees.

- 1.) No shadowing took place during this reporting period

Shamrock Communications encourages education for groups regarding careers in the communication field. The following are among the groups who have toured our facilities with employee guides explaining the business and activities at the radio stations:

- 1.) Safe Haven
- 2.) High 5's Foundation
- 3.) Imagination Station
- 4.) The Solace Tree
- 5.) Salvation Army
- 6.) GE Military Appreciation Fair
- 7.) The Eddy House
- 8.) Adopt a Vet
- 9.) Northern Nevada International Center

In 2012-2013, *Shamrock Communications* has participated in the following Job Fairs:

- 1.) Truckee Meadows Community College Fall Fair
- 2.) Truckee Meadows Community College Spring Fair

Report filed by:

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