



As set forth in the 2023/2024 public file reports submitted with this Schedule 396, Castle Country Radio, KOAL, KARB, KRPX, K27 used a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the station, including periodicals, area colleges and universities, professional and industry organizations, military veteran placement services, employment agencies, the station websites, and third-party job-related websites.

Castle Country Radio, KOAL, KARB, KRPX, K27 also undertook a variety of non-vacancy-specific outreach initiatives including maintaining an internship program for local students interested in careers in broadcasting, as well developing programming produced by local broadcasting students as a means of encouraging interest in broadcasting careers, as well as an FCC/EEO compliance training program, a leadership/mentoring program for junior executives to advance in management, an ongoing employment and internship outreach to local non-profits and religious groups, and participation in job banks to promote general outreach as well as specific vacancies. Castle Country Radio, KOAL, KARB, KRPX, K27 was able to engage in in person leadership/mentoring programming for junior executives during the period and also was able to continue our tours for local marketing and communication majors at our local University.

Annual EEO Public File Report

The purpose of this EEO Public File Report (“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 Stations Employment Unit that is comprised of the following station (s): [Castle Country Radio, KOAL, KARB, KRPX and Communities of Price, Utah] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **June 1, 2023 to and including May 31, 2024** (the “Applicable Period”).

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 such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (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 7302080(c)(2) of the FCC rules.

Appendices 1,2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please 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 job positions listed on Appendix 1.

For the purpose 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 to

Annual EEO Public File Report Form

Covering the Period from **June 1, 2023 to May 31, 2024**

Station(s) Comprising Stations Employment Unit: [Castle County Radio, KOAL, KARB, KRPX]

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
1	Full Times Salesperson	Indeed	3
2	Full Times Salesperson	Ongoing Radio Commercials	5
3	Utah Division of Workforce Services	Online	0
4			
5			

Total Number of Persons Interviews During Applicable Period: 6

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2023 to May 31, 2024

Station(s) Comprising Station Employment Unit: [Castle County Radio, KOAL,
KARB, KRPX]

Section 2: Recruitment Source (“RS”) Information

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	Utah Association of Broadcasters 1600 S. Main Street Salt Lake City, UT 84115 Tel: 801.486.9521	Y	0
2	National Alliance of State Broadcasters Association – Job Board – careerpage.org	Y	0
3	Utah State University Eastern 451 East 400 North Price, UT 84501 Tel: 435.613.5000	Y	0
4	NABEF 1771 N Street NW Washington, DC 20036 202.429.5424 (Tel)	Y	0
5	Indeed.com	N	6

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from **June 1, 2023 to May 31, 2024**

Station (s) Comprising Station Employment Unit: [Castle County Radio, KOAL, KARB, KRPX]

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities
Undertaken by [Castle Country Radio, KOAL, KARB, KRPX]

Eastern Utah Broadcasting staff periodically conducts tours of our facility for groups from area schools. These groups generally visit our offices in order to learn more about radio, communications and marketing. These groups come from local areas such as Price, Wellington and Emery County. We have given tours to several USU Eastern Students who have been taking marketing and communication courses. This has allowed them to see first-hand the undertakings of a group of radio stations, their operations and the daily activities in the offices. We have also given tours to various Cub Scout groups from surrounding areas which allows them enough information to be able to work on their merit badge for communications.

Eastern Utah Broadcasting participated in Utah Broadcasters Association Virtual Job Fair ongoing between March 20-March 31 2024 but has not participated in any job fairs due to COVID protocols.



SUPPLEMENTAL RECRUITING ACTIVITIES UNDERTAKEN BY THE STATION

Station(s) Claiming Credit: ___ KOAL, KARB, KRPX, K277 ___

Type of Activity Under New EEO Rule: Job Fair, Ongoing Internship Program, Etc.]

Date of Station Participation: Carbon High School 11/22/22, Emery High School 3/24/23

Participating Employees: ___ Ann Anderson, Jordan Buscarini, Kara Maynes ___

Host/ Sponsor of Activity: Carbon High School, Emery High School

Brief Description of Activity and Station Participation: _____ In-Person job fair in conjunction with the local High Schools
