

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:

5/23/2022 to 5/22/2023

1) Employment Unit: * Reno Media Group, LP
 ** Americom Limited Partnership
 [Reno Media Goup, LP and Americom Limited Partnership are affiliated entities. All Stations reported on this form are co-located and share at least one employee.]

2) Unit Members (Stations and Communities of License):

* KLCA-FM/HD1	Tahoe City, CA
* KLCA-HD2	Tahoe City, CA
* KLCA-HD3	Tahoe City, CA
* KLCA-HD4	Tahoe City, CA
* KODS-FM	Carnelian Bay, CA
** KBZZ-AM	Sparks, NV
** KOLC-FM	Carson City, NV
** KRNO-FM	Incline Village, NV
** KZTQ-AM	Reno, NV

3) EEO Contact Information for Unit Members:

Mailing Address: 961 Matley Lane, Suite 120 Reno, NV 89502	Telephone #: (775) 829-1964 Contact Person: Tracy White E-mail Address: tracy@renomediagroup.com
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4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
Receptionist/Sales Assistant	Job Fair 5/19/2022
Account Executive	On-Air Advertising
Account Executive	On-Air Advertising
Account Executive	On-Air Advertising
Executive Assistant	On-Air Advertising

Job Title: RECEPTIONIST/SALES ASSISTANT (6/7/22)

Referral Source(s) of Hiree: Job Fair 5/19/2022

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	ZipCode	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
RMG Sponsored Job Fair 5/19/22 Exigent Circumstances. We had interviewed this candidate for Account Executive at the 5/19/22 Job Fair. When we lost our current Receptionist/Sales Assistant, we knew this position was a better match for her, we needed to fill it immediately, and we did so.	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO

Job Title: RADIO SALES ACCOUNT EXECUTIVE (5/8/2023)

Referral Source(s) of Hire: On-Air Advertising

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	ZipCode	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services Workforce Program	Kelly	900 E. Long Street	Carson City	89706	775-283-7579 / kibarra@carson.org		YES
Community Services of Northern Nevada	Karen Cosnan, HR Dept.	P.O. Box 10167	Reno	89510	775-335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Job Opportunities In Nevada	Perry White	1005 Terminal Way #202	Reno	89502	775-338-4450 x200 / pwhite@join.org		NO
Latino Business Chamber of Commerce	Job Postings	1301 Cordone Avenue (In RISE Academy)	Reno	89502	775-848-0338		NO
NAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2992		NO
Sierra Nevada Job Corps Center	Career Transition Specialist	14175 Mt. Charleston St.	Reno	89506	775-789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	www.EmployNV.gov	Reno		775-284-9636		NO
University of Nevada, Reno - Student Employment	Handshake	www.unr.edu/cn	Reno	89557	775-682-6119 / app.joinhandshake.com/jobs		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	775-784-4912		NO
Nevada Broadcaster Association	Mitch Fox / President & CEO	https://nevadabroadcasters.org	Las Vegas		702-794-4994		NO
Divas' Day Out 4/15/23 - company sponsored event	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	NO
RMG Sponsored Job Fair 4/28/23	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	NO

Job Title: EXECUTIVE ASSISTANT (5/22/23)

Referral Source(s) of Hiree: On-Air Advertising

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	ZipCode	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services Workforce Program	Kelly	900 E. Long Street	Carson City	89706	775-283-7579 / kibarra@carson.org		YES
Community Services of Northern Nevada	Karen Cosnan, HR Dept.	P.O. Box 10167	Reno	89510	775-335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Job Opportunities In Nevada	Perry White	1005 Terminal Way #202	Reno	89502	775-336-4450 x200 / pwhite@join.org		NO
Latino Business Chamber of Commerce	Job Postings	1301 Cordone Avenue (In RISE Academy)	Reno	89502	775-848-0338		NO
NAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2992		NO
Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	775-831-1314 / ethibodeau@sierranevada.edu		NO
Sierra Nevada Job Corps Center	Career Transition Specialist	14175 Mt. Charleston St.	Reno	89506	775-789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	www.EmployNV.gov	Reno		775-284-9636	1	NO
University of Nevada, Reno - Student Employment	Handshake	www.unr.edu/cn	Reno	89557	775-682-6119 / app.joinhandshake.com/jobs		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	775-784-4912		NO
University of Nevada, Reynolds School of Journalism	Jessica Fagundes, Communications Spec.	1664 N Virginia Mail Stop 310	Reno	89557	775-784-4783 / journalism.unr.edu/post-internship-job/		NO
Nevada Broadcaster Association	Mitch Fox / President & CEO	https://nevadabroadcasters.org	Las Vegas		702-794-4994		NO
Divas' Day Out 4/15/23 - company sponsored event	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
Company sponsored Job Fair - 4/26/23	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	8	NO

6) **Total # of Interviewees Referred:** For the period from 5/23/2022 to 5/22/2023, this Employment Unit interviewed 20 interviewees for Full-Time job vacancies.

Reponses by source:

- 18 On-Air Advertising
- 1 Job Fair 4/28/23
- 1 State of NV Dept. of Employment Security/Job Connect

7) **Supplemental Recruitment Initiatives:**

(a) Initiative: HOSTING OF JOB FAIR

Reno Media Group LP and its stations and Americom Limited Partnership and its stations hosted our annual Job Fair at 961 Matley Lane, Suite #120, Reno, NV on 4/26/23 from 10:00am-6:00pm. In-person interviews were conducted for various positions such as Account Executives, Administrative positions, Program Director, P/T programming, P/T event setup positions and Internships. Hiring managers for each department were available for interviews.

(b) Initiative: JOB SHADOWING

Reno Media Group LP and its stations and Americom Limited Partnership and its stations offer job shadowing opportunities to individuals in the community, youth organizations, Washoe County School District and local universities under the supervision of the Director of Operations/Reno Media Group at 961 Matley Lane, #120 in Reno. Individuals have the opportunity to follow an employee of Reno Media Group as they perform their duties, which allows the individual to observe and ask questions about a career in radio broadcasting. This can also be described as an in-depth "field trip". Individuals learn basics such as: hours of work, office etiquette, teamwork, interviewing and resume skills, as well as specific skills related to broadcasting. We had four individuals job shadow who were interested in working in the broadcast industry. Dates of Job Shadow were 6/28/22, 11/15/22, 1/5/23 and 5/5/23. Three were hired P/T.

(c) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES

On 6/13/22, Bill & Jlynn from KLCA and Juan from KLCA-HD4 gave a tour and held a question and answer session with local teens from the Girl Scouts of Sierra Nevada Latin X troops focusing on the local Hispanic community. They also recorded PSAs.

(d) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES

On 1/17/23 twelve girls from Girl Scouts of Sierra Nevada met with Director of Operations Bill Schulz to help prepare them for upcoming media interviews during the Girl Scout cookie sales season and to help bring brand awareness to Girl Scouts. They were taught what attributes are needed for an affective on-air interview.

(e) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES

On 7/22/22 Reno Media Group LP and Americom Limited Partnership's Director of Operations, Bill Schulz, hosted a bingo night and meet & greet with the Special Needs Community of Northern Nevada where he answered questions from the attendees about the radio industry.

(f) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

On 10/4/22 Reno Media Group LP and Americom Limited Partnership's programming staff members attended the National Night Out community event at Miguel Ribera Park in Reno visiting with local kids and their parents talking about the radio broadcast industry.

(g) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

All Americom Limited Partnership and Reno Media Group LP stations partnered with Bill Pearce Honda and the Washoe County School District to promote "Fit for Perfect Attendance" throughout the 2021/2022 school year. This event is to award a new car to a student with perfect attendance. Students wanting to enter into the drawing must have perfect attendance throughout the school year, must graduate and have no disciplinary actions. The award ceremony was held on 6/18/22 and hosted by RMG Director of Operations, Bill Schulz. He and other representatives from Americom and RMG spoke with local high school students in attendance about working in the radio broadcast industry.