

EEO PUBLIC FILE REPORT

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

5/23/2024 to 5/22/2025

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
** KZTQ-AM	Sparks, NV
** KOLC-FM	Carson City, NV
** KRNO-FM	Incline Village, NV
** KBZZ-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

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
Digital / Radio Sales Account Executive	Social Media Post
Administrative Assistant	Job Fair
Digital / Radio Sales Account Executive	UNR - Handshake.com
Digital / Radio Sales Account Executive	Indeed
Digital / Radio Sales Account Executive	UNR Wolf Pack Shadow
Digital / Radio Sales Account Executive	Industry Referral
Digital / Radio Sales Account Executive	On-Air Advertising

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	Zip Code	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services	Workforce Program	900 E. Long Street	Carson City	89706	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510	775-335-3136		NO
Community Services Agency	Workforce Program	1090 E 8th Street	Reno	89512	775-786-6026 / workforce@csareno.org		NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431	775-313-5094		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Jobs 4 Nevada Graduates	Margie Goforth	www.4ng.com	Reno	89510	775-276-5832 / 775-235-3670		YES
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 7157	Reno	89510	775-322-2392		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	89510	775-284-9636		NO
University of Nevada, Reno - Student Employment	Handshake	www.unr.edu/en	Reno	89557	775-862-8119 / app.joinhandshake.com/jobs		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	775-784-4782		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	Jeanette Cerne-Hill, Member Services	https://nevadabroadcasters.org	Las Vegas	89502	702-794-4994 / jeanette@nevadabroadcasters.org		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	1	NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	1	NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	1	NO
Social Media posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	2	NO
Job Fair 5/14/24	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	3	NO
Indeed		Indeed.com			Indeed.com		NO
Industry Referral							NO
Walk-In							NO

Job Title: ADMINISTRATIVE ASSISTANT (6/17/24)

Referral Source(s) of Hiree: JOB FAIR

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	Zip Code	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services	Workforce Program	900 E. Long Street	Carson City	89708	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510	775-335-3136		NO
Community Services Agency	Workforce Program	1090 E 8th Street	Reno	89512	775-786-6026 / workforce@csareno.org		NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431	775-313-5094		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-335-0800		NO
Jobs 4 Nevada Graduates	Margie Gelforth	www.4nvg.com	Reno	775-276-5832 / 775-235-3670			YES
Job Opportunities In Nevada	Perry White	1005 Terminal Way #202	Reno	89502	775-338-4450 x200 / pwhite@jolin.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	775-788-1017		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/en	Reno	89557	775-682-8119 / app.joinhardshake.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	Jeanette Ceme-Hill, Member Services	https://nevadabroadcasters.org	Las Vegas	702-794-4994 / jeanette@nevadabroadcasters.org			NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	828-1964 x203 / tracy@renomediagroup.com		NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	828-1964 x203 / tracy@renomediagroup.com	1	NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	828-1964 x203 / tracy@renomediagroup.com	3	NO
Social Media posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	828-1964 x203 / tracy@renomediagroup.com		NO
Job Fair 5/14/24	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	828-1964 x203 / tracy@renomediagroup.com	3	NO
Industry Referral							NO
Walk-In							NO

Job Title: DIGITAL / RADIO SALES ACCOUNT EXECUTIVE (7/1/24)

Referral Source(s) of Hiree: UNR - HANDSHAKE

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	Zip Code	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services	Workforce Program	900 E. Long Street	Carson City	89706 / 775-283-7579			YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510 / 775-335-3136			NO
Community Services Agency	Workforce Program	1090 E 8th Street	Reno	89512 / 775-786-6026 / workforce@csareno.org			NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431 / 775-313-5094			NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept	P.O. Box 7440	Reno	89510 / 775-335-0800			NO
Jobs 4 Nevada Graduates	Margie Gelforth	www.4nvg.com	Reno	775-276-5832 / 775-235-3670			YES
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
NAAACP - 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 / 775-785-1017			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/en	Reno	89557 / 775-682-6119 / app.joinhandshake.com/jobs		1	NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557 / 775-784-4912			NO
Nevada Broadcasters Association	Jessica Faqundes, Communications Spec.	1664 N Virginia Mail Stop 310	Reno	89557 / 775-784-4783 / journalism.unr.edu/post-internship-job/			NO
In House Job Posting	Jeanette Cerne-Hill, Member Services	https://nevadabroadcasters.org	Las Vegas	702-794-4994 / jeanette@nevadabroadcasters.org			NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502 / 828-1964 x203 / tracy@renomedialogroup.com			NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502 / 828-1964 x203 / tracy@renomedialogroup.com			NO
Social Media posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502 / 828-1964 x203 / tracy@renomedialogroup.com		1	NO
Job Fair 5/14/24	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502 / 828-1964 x203 / tracy@renomedialogroup.com			NO
Indeed		Indeed.com	Reno	89502 / 828-1964 x203 / tracy@renomedialogroup.com			NO
Industry Referral				Indeed.com			NO
Walk-in							NO

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	Zip Code	Telephone, email or website address	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services	Workforce Program	900 E. Long Street	Carson City	89706	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510	775-335-3136		NO
Community Services Agency	Workforce Program	1090 E 8th Street	Reno	89512	775-786-6026 / workforce@csareno.org		NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431	775-313-5094		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Jobs 4 Nevada Graduates	Marlie Goforth	www.l4ng.com	Reno		775-276-5832 / 725-235-3670		YES
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 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) Handshake	www.EmployNV.gov	Reno		775-284-9636		NO
University of Nevada, Reno - Student Employment	Handshake	www.unr.edu/cn	Reno				NO
University of Nevada, Reynolds School of Business	Dean's Office	Mail Stop 024	Reno	89557	775-682-6119 / app.joinhandshake.com/obs		NO
University of Nevada, Reynolds School of Journalism	Jessica Faundes, Communications Spec.	1664 N Virginia Mail Stop 310	Reno	89557	775-784-4912		NO
Nevada Broadcaster Association	Jeanette Carme-Hill, Member Services	https://nevadabroadcasters.org	Las Vegas		702-794-4994 / jeanette@nevadabroadcasters.org		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	NO
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Social Media posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	NO
Job Fair 5/14/24	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	2	NO
Indeed		Indeed.com			Indeed.com	3	NO
Industry Referral							NO
Walk-In							NO

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Community Services Agency	Workforce Program	1090 E 8th Street	Reno	89512	775-786-6026 / workforce@csrreno.org		NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431	775-313-5094		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Jobs 4 Nevada Graduates	Margie Goforth	www.4nq.com	Reno		775-276-5832 / 725-235-3670		YES
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
NAAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2392		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
University of Nevada, Reynolds School of Journalism	Jessica Fadundes, Communications Spec.	1664 N Virginia Mail Stop 310	Reno	89557	775-784-4763 / journalism.unr.edu/post-internship-job/		NO
Nevada Broadcaster Association	Jeanette Carre-Hill, Member Services	https://nevadabroadcasters.org	Las Vegas		702-794-4994 / jeanette@nevadabroadcasters.org		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com		NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com		NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com		NO
Social Media posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	1	NO
Wolf Pack Shadow Event 10/4/24	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com		NO
Industry Referral							NO
Walk-in							NO

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Community Services Agency	Workforce Program	1090 E 8th Street	Reno	89512	775-786-6026 / workforce@csareno.org		NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431	775-313-5094		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Jobs 4 Nevada Graduates	Martie Goforth	www.4nd.com	Reno		775-276-5832 / 725-235-3670		YES
Latino Business Chamber of Commerce	Perry White	1005 Terminal Way #202	Reno	89502	775-336-4450 x200 / pwhite@lbcn.org		NO
Sierra Nevada Job Corps Center	Job Postings	1301 Cordone Avenue (in RISE Academy)	Reno	89502	775-848-0338		NO
NAAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2892		NO
State of NV Dept. of Employment Security/Job Connect	Career Transition Specialist	14175 Mt. Charleston St.	Reno	89506	775-789-1017		YES
University of Nevada, Reno - Student Employment	Gloria (NV Job Central/Silver State Works)	www.EmployNV.gov	Reno		775-284-9638		NO
Nevada Broadcaster Association	Handshake	www.unr.edu/cn	Reno	89557	775-682-6119 / app.joinhandshake.com/jobs		NO
Website Job Posting	Dean's Office	Mail Stop 024	Reno	89557	775-784-4912		NO
On-Air Advertising	Jessica Fagundes, Communications Spec.	1664 N Virginia Mail Stop 310	Reno	89557	775-784-4783 / journalism.unr.edu/post-internship-job/		NO
Industry Referral	Jeanette Cerne-Hilli, Member Services	https://nevadabroadcasters.org	Las Vegas	89502	702-784-4994 / jeanette@nevadabroadcasters.org		NO
Walk-In	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	NO
	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	8	NO
	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	4	NO
	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Mailing Address or Website	City	Zip Code	Telephone, email or website address	# of Interviews Referred	Did Source Request Notification Pursuant to Prong 2?
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Community Services of Northern Nevada	Karen Casian, HR Dept.	P.O. Box 10167	Reno	89510	775-335-3136		NO
Community Services Agency	Workforce Program	1080 E 8th Street	Reno	89512	775-786-6026 / workforce@csareno.org		NO
Hispanic Center	Luis Fernando Marin	742 F Street	Sparks	89431	775-313-5094		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	775-355-0600		NO
Jobs 4 Nevada Graduates	Marcie Goforth	www.idnq.com	Reno		775-276-5832 / 725-235-3670		YES
Job Opportunities in Nevada	Perry White	1005 Terminal Way #202	Reno	89502	775-336-4450 x200 / pwhite@ijn.org		NO
Latino Business Chamber of Commerce	Job Postings	1301 Cordone Avenue (In RISE Academy)	Reno	89502	775-848-0338		NO
NAAACP - Reno/Sparks	Job Postings	P.O. Box 7767	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		775-682-6119 / app.ijnhandshake.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	Jeanette Cerme-Hill, Member Services	https://nevadabroadcasters.org	Las Vegas		702-794-4994 / jeanette@nevadabroadcasters.org		NO
In House Job Posting	Tracy White, RMG/GALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	1	NO
Website Job Posting	Tracy White, RMG/GALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	8	NO
On-Air Advertising	Tracy White, RMG/GALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com		NO
Social Media posting	Tracy White, RMG/GALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com	4	NO
Industry Referral							NO
Walk-In							NO

6) **Total # of Interviewees Referred:** For the period from 5/23/2024 to 5/22/2025, this Employment Unit interviewed 32 interviewees for Full-Time job vacancies.

Responses by source:

- 1 In-house job posting
- 3 Website posting
- 12 On-air radio advertising
- 1 Social media post
- 5 Job Fair
- 3 Indeed.com
- 1 State of NV Dept. of Employment Security/Job Connect
- 1 University of Nevada, Reno - Handshake.com
- 1 University of Nevada, Reno - Wolf Pack Shadow
- 4 Industry Referrals

7) **Supplemental Recruitment Initiatives:**

7(a) Initiative: ESTABLISHMENTS OF TRAINING PROGRAMS DESIGNED TO ENABLE STATION PERSONNEL TO ACQUIRE SKILLS THAT COULD QUALIFY THEM FOR HIGHER LEVEL POSITIONS: Americom Limited Partnership and Reno Media Group LP have established training programs for part/time and full/time staff to move up to either Assistant Program Directors or Program Directors. Training includes teaching music scheduling software, adding songs to music database, and assisting with scheduling rotations. We also continue to provide training to our sales department on new digital and radio tools.

7(b) Initiative: INTERNSHIPS: Reno Media Group, LP, Americom Limited Partnership and their stations, reinstituted their internship program that was on hiatus after COVID. The internship program is managed by Tracy White, Controller, and we are working closely with local high schools, colleges and the University of Nevada, Reno. We accept interns in all departments including broadcasting, administration, sales/promotions, engineering and IT. We had one intern during the 2025 Spring semester at UNR. They worked with our in-house digital department developing creatives for website banners, Facebook, Instagram; filmed and edited social media reels to promote RMG and their clients; managed public online review responses and tracked SEO using third-party vendors.

7(c) Initiative: JOB SHADOWING: Reno Media Group LP and Americom Limited Partnership and their stations offer job shadowing opportunities to individuals in the community, youth organizations, Washoe County School District and local universities under the supervision of the VP of Programming/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 three individual job shadows who were interested in working in the broadcast industry. Date of Job Shadows were 6/18/24, 10/10/24 and 1/22/25. One job shadow participant was hired p/t in our programming department.

7(d) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: Reno Media Group LP Controller, Tracy White, participated in a "Prepare for the Fair" on 9/17/24 at the University of Nevada, Reno College of Business on the UNR campus. She conducted mock interviews and critiqued resumes for students planning on attending the upcoming job fair and looking to start careers after graduation. She also answered questions regarding broadcasting and the various job opportunities available.

7(e) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: Reno Media Group LP General Manager, Kara Brown and Director of Sales, Teresa Estabrook, attended a networking reception at the University of Nevada, Reno - The College of Business/UNR campus on 9/24/24. They spoke with students and professors and answered questions they had regarding careers in broadcasting. They offered their contact information for those interested in interviewing at a later date.

7(f) Initiative: PARTICIPATED IN JOB FAIR: Reno Media Group LP and Americom Limited Partnership and their stations participated in the University of Nevada, Reno The College of Business Career Fair on 9/25/24 from 11:00am-2:00pm held on the UNR campus. In-person interviews were conducted by RMG's Digital Manager for open positions for Digital/Radio Sales Account Executives. Information was also handed out for internships.

7(g) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: On 10/4/24 from 9:00am - 12:00pm, Reno Media Group, LP and Americom Limited Partnership hosted the Wolf Pack Shadow event at 961 Matley Lane, Suite 120, Reno, NV 89502. 14 students from the University of Nevada, Reno College of Business and Reynolds School of Journalism attended. The "Wolf Pack Shadow" program offers a group of students the opportunity to shadow a company for the day to gain insight on their prospective fields, network with employers hiring for internships and understand the operations of local companies. Personnel from administration, programming, engineering and sales gave a brief description of their departments and job opportunities. They were broken into two groups and then given a tour of the company showing them the broadcast studios, equipment rooms (how the technology works between the studios and towers/antennas), and admin/sales areas. They had a brief slideshow presentation by our digital department on how we promote our client's businesses. We brought them all back together and conducted a Q&A session. We hired one individual and signed up an internship with another who had attended this event.

7(h) 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 their annual attendance promotion throughout the 2023/2024 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 6/22/24 and hosted by RMG VP of Programming, Bill Schulz. He and JLYnn, morning show host on Alice 96.5, spoke with local high school students in attendance about working in the radio broadcast industry.

7(i) Initiative: PARTICIPATING IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES: On 9/25/24 members of the United Cerebral Palsy of Nevada met with Bill Schulz, VP of Programming, for a station tour and question & answer session. They also recorded a PSA to promote their concert in the parking lot event happening on 10/5/24.

7(j) Initiative: PARTICIPATING IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES: On 10/17/24, The Down Syndrome Network of No NV brought members and clients in to observe radio, have a Q&A session and to record a PSA for their Lucky Few Fall Festival.

7(k) Initiative: PARTICIPATING IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES: On 3/21/25, The Down Syndrome Network of No NV brought members and clients in to observe radio and to record PSA's for World Down Syndrome Day with Bill Schulz, VP of Programming. They also conducted a Q&A session.

7(l) Initiative: HOSTING EVENT FOR ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN CAREERS IN BROADCASTING: On 2/16/25, Bill Schulz, VP of Programming, hosted a media workshop for the Girl Scouts of Sierra Nevada. He walked them through how to effectively perform a media interview, how to project themselves and promote their mission. The workshop was completed by recording several interviews with the attendees that ran on the radio stations to promote their Girl Scout cookie campaign.