

EEO PUBLIC FILE REPORT

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

5/23/2025 to 5/22/2026

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/HD2 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
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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
Digital / Radio Sales Account Executive	On-Air Advertising
Digital / Radio Sales Account Executive	UNR - Handshake.com
Digital / Radio Sales Account Executive	Industry Referral
Digital / Radio Sales Account Executive	UNR - Handshake.com

Job Title: DIGITAL / RADIO SALES ACCOUNT EXECUTIVE (7/21/2025)

Referral Source(s) of Hiree: ON-AIR ADVERTISING (FROM 2025 EEO 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	900 E. Long Street	Carson City	89706	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosnan, 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.i4ng.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)	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 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	829-1964 x203 / tracy@renomediagroup.com		NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	8	NO
Industry Referral						4	NO
Walk-In							NO

**Interviewed on 4/21/25 as part of the 2025 EEO Hiring, but not hired until 7/21/25 - do not include total # of interviewees referred in 2026 report

Job Title: DIGITAL / RADIO SALES ACCOUNT EXECUTIVE (8/25/2025)

Referral Source(s) of Hire: HANDSHAKE.COM University of Nevada, Reno

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	900 E. Long Street	Carson City	89706	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosnan, 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.j4ng.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)	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	1	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 Cerne-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		NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
Industry Referral							NO
Walk-in							NO

Job Title: DIGITAL / RADIO SALES ACCOUNT EXECUTIVE (4/27/2026)

Referral Source(s) of Hire: INDUSTRY REFERRAL

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	900 E. Long Street	Carson City	89706	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosnan, 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.j4ng.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)	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	3	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
University of Nevada, Reno Career Fair 10/8/25	Paige Zoldan, Coordinator, Career Services	The College of Business	Reno	89577	pzoldan@unr.edu	1	NO
Nevada Broadcaster Association	Jeanette Cerne-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		NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
Industry Referral						2	NO
Walk-in							NO

Job Title: DIGITAL / RADIO SALES ACCOUNT EXECUTIVE (Accepted position 4/29/26, start date 6/1/26)

Referral Source(s) of Hiree: HANDSHAKE.COM University of Nevada, Reno

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	900 E. Long Street	Carson City	89706	775-283-7579		YES
Community Services of Northern Nevada	Karen Cosnan, 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.i4ng.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)	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	3	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 Faqundes, Communications Spec.	1664 N Virginia Mail Stop 310	Reno	89557	775-784-4783 / journalism.unr.edu/post-internship-job/		NO
University of Nevada, Reno Career Fair 10/8/25	Paige Zolldan, Coordinator, Career Services	The College of Business	Reno	89577	pzolldan@unr.edu	1	NO
Nevada Broadcaster Association	Jeanette Cerne-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		NO
Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com		NO
Industry Referral						2	NO
Walk-In							NO

6) **Total # of Interviewees Referred:** For the period from 5/23/2025 to 5/22/2026, this Employment Unit interviewed 7 interviewees for Full-Time job vacancies.

Reponses by source:

- 1 Job Fair
- 4 University of Nevada, Reno - Handshake.com
- 2 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: 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 10/31/25, 12/5/25 and 4/9/26.

7(c) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITES IN BROADCASTING: Reno Media Group LP Controller, Tracy White, participated in a "Prepare for the Fair" on 9/17/25 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(d) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITES IN BROADCASTING: Reno Media Group LP Director of Sales, Teresa Estabrook, attended a networking reception at the University of Nevada, Reno - The College of Business/UNR campus on 10/7/25. She spoke with students and professors and answered questions they had regarding careers in broadcasting. She offered their contact information for those interested in interviewing at a later date.

7(e) 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 10/8/25 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.

7(f) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITES IN BROADCASTING: On 11/7/25 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. 17 students from the University of Nevada, Reno College of Business 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.

7(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 their annual attendance promotion throughout the 2024/2025 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 6/21/25 and hosted by RMG VP of Programming, Bill Schulz. He and JLynn, morning show host on Sunny 106.9, spoke with local high school students in attendance about working in the radio broadcast industry.

7(h) Initiative: PARTICIPATING IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES: On 3/11/26, 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 fundraising efforts.

7(i) Initiative: HOSTING EVENT FOR ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN CAREERS IN BROADCASTING: On 2/5/26, 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.