

EEO PUBLIC FILE REPORT

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

5/23/2021 to 5/22/2022

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
On-Air Personality	AllAccess.com
Director of Sales	Rehired previous employee
Account Executive	Rehired previous employee
Receptionist/Sales Assistant	Indeed.com

Job Title: ON-AIR PERSONALITY

Referral Source(s) of Hiree: AllAccess.com

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
LDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502	wel-ec-reno@ldschurch.org		NO
NAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2992		NO
Northern Nevada Restitution Center	Job Postings	2595 E 2nd Street	Reno	89502	775-688-1154		NO
ProNet	Tina Machado, Case Manager	1201 Terminal Way #100	Reno	89502	775-674-5408 x12		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	775-334-2222		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	2	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, 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
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomediagroup.com	1	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		NO
AllAccess.com		www.AllAccess.com				4	NO

Job Title: DIRECTOR OF SALES

5. Referral Source(s) of Hire: REHIRED PREVIOUS EMPLOYEE

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
LDS Employment Resource Service	Jean Case, Coordinator	www.ldsjobs.org/ers/company	Reno	89502	wei-ec-reno@ldschurch.org		NO
NAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2992		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	775-334-2222		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		NO
University of Nevada, Reno School of Business	Deant'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
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
Rehire						1	NO

Job Title: RADIO SALES ACCOUNT EXECUTIVE

5. Referral Source(s) of Hiree: REHIRED PREVIOUS EMPLOYEE THAT MOVED-WORKING REMOTELY

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
LDS Employment Resource Service	Jean Case, Coordinator	www.ldsjobs.org/ers/company	Reno	89502	wel-ec-reno@ldschurch.org		NO
NAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2992		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	775-334-2222		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		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
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
Rehire						1	NO

Job Title: RECEPTIONIST/SALES ASSISTANT

Referral Source(s) of Hiree: INDEED.COM

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
Indeed.com		www.indeed.com				7	NO
Inter-Tribal Council of Nevada	Rita Steams/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
LDs Employment Resource Service	Jean Case, Coordinator	www.ldsjobs.org/ers/company	Reno	89502	wel-ec-reno@ldschurch.org		NO
NAACP - Reno/Sparks	Job Postings	P.O. Box 7757	Reno	89510	775-322-2992		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	775-334-2222		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		775-284-9638		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
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203 / tracy@renomedialogroup.com		NO
In House 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	4	NO

6) **Total # of Interviewees Referred:** For the period from 5/23/2021 to 5/22/2022, this Employment Unit interviewed **22** interviewees for Full-Time job vacancies.

Reponses by source:

- 4 AllAccess.com
- 1 Carver Talent
- 1 In House Job Posting
- 7 Indeed.com
- 6 On-Air Advertising
- 2 Rehired Previous Employee
- 2 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 5/19/22 from 10:00am-6:00pm. In-person interviews were conducted for various positions such as Account Executives, Administrative positions, IT, P/T programming, P/T event setup positions and Internships. Hiring managers for each department were available for interviews.

(b) Initiative: INTERNSHIP PROGRAM

Reno Media Group LP and its stations and Americom Limited Partnership and its stations located at 961 Matley Lane #120, Reno, NV 89502, work with Washoe County School District, University of Nevada, Reno School of Journalism and Career Centers, and Truckee Meadows Community College to conduct an internship program. The Business Manager and Director of Operations are the administrators of the internship program. They coordinate with the other station managers and sales managers to work closely with each intern to teach them all aspects of radio broadcasting which includes programming, promotions, production, sales and office clerical. They also report to each educational organization on the intern's progress and make sure they have all the information needed to earn their course credits. We have developed a procedural manual for our internship program to make all departments consistent. We advertise for internships through on-air promotion, websites, universities and job fairs. We were not able to setup any internships during the 2021/2022 reporting period due to the COVID-19 pandemic.

(c) 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 two individuals job shadow who were interested in working in the broadcast industry. One on 11/20/21 and the other on 2/10/22. Both were hired P/T.

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

On 11/4/21 the KLCA Alice 96.5 Morning Show co-hosts were invited by Step2, a local non-profit organization that helps women and their families in recovery, to have a conversation with eight women in the program that were interested in learning about the broadcasting industry as a new profession. They discussed the different positions available in radio, what it takes to be an on-air radio announcer, the community outreach done by our organization and answered any questions the women had.

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

On 1/5/22 twelve girls from Girl Scouts of Sierra Nevada experienced a Zoom workshop with Director of Operations Bill Schulz to help prepare them for upcoming media interviews during the Girl Scout cookie sales season. They were taught what attributes are needed for an affective on-air interview.

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

Reno Media Group LP and Americom Limited Partnership's Director of Operations, Bill Schulz, gave a tour of the broadcast studios and business office to a group of Girl Scouts of Sierra Nevada on 1/12/22. During the tour they were instructed on production and operational procedures and were given an opportunity to record a PSA for the radio stations. They finished with a Q & A session.

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

Reno Media Group LP and Americom Limited Partnership's Director of Operations, Bill Schulz, gave a tour of the broadcast studios and business office to a group of University of Nevada, Reno School of Journalism students on 10/19/2021. The students interviewed Bill and finished with a Q&A session.

(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 "Fit for Perfect Attendance" throughout the 2020/2021 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 6/25/22 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.