

EEO PUBLIC FILE REPORT

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

6/1/2008 to 5/31/2009

1) **Employment Unit:** Wilks Broadcast Group LLC

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

| | |
|-----------|------------|
| KTHX - FM | Dayton, NV |
| KRZQ - FM | Sparks, NV |
| KJZS - FM | Sparks, NV |
| KURK - FM | Reno, NV |

3) **EEO Contact Information for Unit Members:**

| | |
|---|---|
| Mailing Address: 300 E. 2nd St. Ste. 1400 Reno, NV 89501 | Telephone #: 775-333-7609 Contact Person: Teena Prary E-mail Address: tprary@wilksreno.com |
|---|---|

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

| Job Title | Recruitment Source Referring Hiree |
|---------------------------------|---|
| 1 <u>Sales Assistant</u> | renohelpwanted.com |
| 2 <u>KTHX Morning Show Host</u> | Current Employee |
| 3 <u>Account Executive</u> | All station radio ad |
| 4 <u>Production Director</u> | All station radio ad |
| 5 <u>Market Manager</u> | Industry Referral |
| 6 <u>Account Executive</u> | All station radio ad |
| 7 <u>Account Executive</u> | All station radio ad |
| 8 <u>Account Executive</u> | All station radio ad |
| 9 <u>Account Executive</u> | Industry Referral |

5) All full time openings listed in Section 4 were filled from notifications sent to the following sources:

2007/2008 Master list of Recruitment Notices sent to all of below unless otherwise noted.

| | | | | | | |
|---------------------------------------|---|---|---------------------|----------|---------------|-----|
| AZNZ | Job Postings | P.O. Box 12333, Reno | Reno, NV | 89510 | 326-8867 | NO |
| All Access.com | Postings on line only at allaccess.com | | | | | NO |
| Career College of Northern Nevada | Mitzie Going | 1195 Corporate Blvd. | Reno, NV | 89502 | 856-2266 | NO |
| City of Reno | Human Resources | 490 S. Center Room 102 | Reno, NV | 59501 | 334-2285 | NO |
| Community Services of Northern Nevada | Karen Cosnan | P.O. Box 10167 | Reno, NV | 89510 | 786-6023 | NO |
| Employee or Industry Referral | | | | | | |
| Hispanic Broadcasting | Job Postings | 137 Vassar St. Ste. 1 | Reno, NV | 89502 | | NO |
| Inter-Tribal Council of Nevada | Personnel Coordinator | P.O. Box 7440 | Reno, NV | 89510 | 355-0600 | NO |
| Job Opportunities In Nevada | JOIN | 560 Mill Street | Reno, NV | 89502 | 785-6106 | NO |
| Morrison College | Placement Dept. | 140 Washington Street | Reno, NV | 89503 | 323-4145 | NO |
| NAACP - Reno/Sparks | Job Postings | P.O. Box 7757 | Reno, NV | 89510 | 322-2992 | NO |
| Nevada Equal Rights Commission | Job Postings | 2450 Wronde Way Suite C | Reno, NV | 89502 | 688-1288 | NO |
| Nevada Hispanic Service Corporation | Job Postings | 3905 Neil Road | Reno, NV | 89502 | 829-1818 | YES |
| Nevada Job Connect (Dept. of Unemp) | Carolyn Beaver | 2010 Oddie Blvd. | Sparks, NV | 89431 | 688-1169 x227 | NO |
| Northern Nevada Literacy Council | Geri Sabori | 680 Greenbrae | Sparks, NV | 89431 | 356-1007 | YES |
| ProNet | Job Postings | 560 Mill Street Suite 200 | Reno, NV | 89502 | 688-1680 | NO |
| Reno Gazette Journal | Laurie MacAula | 955 Kuenzli Street | Reno, NV | 89520 | 788-6390 | NO |
| renohelpwanted.com | Posted on line only at renohelpwanted.com | | | | | |
| Sierra Nevada College | LeaAnn Malone/Career Counselor | P.O. Box 4269 | Incline Village, NV | 89450 | 831-1314 | NO |
| Sierra Nevada Job Corp | Career Transitions | 5005 Echo Ave. | Reno, NV | 89506 | 972-5627 | NO |
| Truckee Meadows Community College | Bonnie Green | Posted on line at: http://www.tmc.edu/finaid/employment/offcampus/submitjob.asp | | 674-7661 | | |
| | | pswd: tmcjob7816 | | | | |
| University of Nevada, Reno | Reynolds School of Journalism | Mail Stop 310 | Reno, NV | 89557 | 784-6531 | NO |
| Current Employee | | | | | | |
| Walk-in | | | | | | |
| Ads on our radio stations | Market Manager | 300 E. 2nd St. Ste. 1400 | Reno, NV | 89501 | 333-0123 | |

- 6) **Total # of Interviewees Referred:** For the period from 6/1/2008 to 5/31/200
 This Employment Unit interviewed 100 interviewees for Full-Time job vacancies.

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|------------------------------------|--|
| (1) Promotions from within company | 2 |
| (2) Internal Referral | 3 |
| (4) AllAccess.com | 2 |
| (5) All station radio ad | 48 |
| (6) Walk in/Self referral | 45 |

| | |
|---|------------|
| Total Interviewees ~ all sources | 100 |
|---|------------|

- 7) **Supplemental Recruitment Initiatives:** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceeding twelve (12) months.

JOB FAIRS

(a) Initiative: Univeristy of Nevada, Reno Fall Job Fair

Held December 4, 2008 at UNR campus, Jot Travis Student Union from 10AM to 3PM.

Station personnel attending: Vivian Matta, Promotions Director and

Conor Flanagan, On Air Personality

All station personnel available to give information to attendees about the station, work and intern program. We provided printed materials also.

(b) Initiative: Univeristy of Nevada, Reno Sprin Job Fair

Held April 9, 2009 at UNR campus, Jot Travis Student Union from 10AM to 3PM.

Station personnel attending: Scott DelOstia, Promotions Director and

Bob Grimm, Local Sales Manager and Raina Malone, General Manager.

All station personnel available to give information to attendees about the station, work

and intern program. There was at least one person available who was authorized to interview and hire staff.

We provided printed materials also.

PARTICIPATION IN EVENTS

(a) Initiative: Internship Program - ongoing

Attached to this report is a detailed description of our Internship Program that is used on all four of our stations: KTHX, KRZQ, KJZS, and KURK

PARTICIPACTION IN INTERNET PROGRAMS

(a) Initiative: Internet Advertising

We are partners with renohelpwanted.com, an internet job bank.

All job openings, full and part-time are advertised on-line at www.renohelpwanted.com

We advertise renohelpwanted.com on all four of our stations regularly.

We also have direct links to renohelpwanted.com on all of our websites.

TRAINING PERSONNEL

(a) Intititative: Training to Management Personnel

EEO guidelines and requirements are discussed at monthly Manager's meetings

to ensure compliance with the EEO rules and to prevent discrimination.

(b) Initiative: Annual Business Manager's Meeting

All Wilks Broadcasting Business Manager's met on August 18, 2008 with FCC Attorney and Wilks Broadcast employment attorney to review methods of ensuring equal opportunity among interviewees and exsisting personnel