

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public file annually on the anniversary of the deadline for filing its license renewal application.

### A. Full-Time Vacancies Filled During Past Year

<b>1. Job Title:</b>	TRAFFIC COORDINATOR	<b>Date Filled:</b>	2.8.21
<b>2. Job Title:</b>	ACCOUNT EXECUTIVE	<b>Date Filled:</b>	03.22.21
<b>3. Job Title:</b>	TRAFFIC COORDINATOR	<b>Date Filled:</b>	03.31.21
<b>4. Job Title:</b>		<b>Date Filled:</b>	
<b>5. Job Title:</b>		<b>Date Filled:</b>	
<b>6. Job Title:</b>		<b>Date Filled:</b>	

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<b>1. Job Title: TRAFFIC COORDINATOR</b>		<b>Date Filled:</b>	02.08.21	
Source	Contact Person	Address	Tel #	Referred Person Hired?
KZFM-KKBA-KEYS	ON AIR	2117 Leopard Street, Corpus Christi, TX 78408	361.883.3516	YES
FACEBOOK	ON AIR	STATION FACEBOOKS	ON LINE	NO
LINKED IN	website	2029 STIERLING CT MOUNTAIN VIEW,CAS 94043	ON LINE	NO
KZFM-KKBA-KEYS	website	2118 Leopard Street, Corpus Christi, TX 78408	361.883.3516	NO

See Attached Recruitment Sources

<b>2. Job Title: ACCOUNT EXECUTIVE</b>		<b>Date Filled:</b>	03.22.21	
Source	Contact Person	Address	Tel #	Referred Person Hired?
LINKED IN	website	2029 STIERLING CT MOUNTAIN VIEW,CAS 94043	ON LINE	No
INDEED	website	1000 W MAUDE AVE SUNNYVALE, CA 94085	ON LINE	YES
FACEBOOK	website	STATION FACEBOOKS	ON LINE	NO
KZFM-KKBA-KEYS	ON AIR	2117 Leopard Street, Corpus Christi, TX 78408	361.883.3516	NO
KZFM-KKBA-KEYS	website	2118 Leopard Street, Corpus Christi, TX 78408	361.883.3516	NO

See Attached Recruitment Sources

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled DuringThe Past Year (this will be a raw number):

10

D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Source:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
INDEED	website	1000 W MAUDE AVE SUNNYVALE, CA 94085	ON LINE	3

FACEBOOK	website	STATION FACEBOOKS	ON LINE	0
LINKED IN	website	2029 STIERLIN CT MOUNTAIN VIEW,CAS 94043	ON LINE	4
KZFM-KKBA-KEYS	website	2118 Leopard Street, Corpus Christi, TX 78408	361-561-2334	3
KZFM-KKBA-KEYS	R. BROWN	2118 Leopard Street, Corpus Christi, TX 78408	361-561-2334	0

### E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

ON-AIR STAFF TRAINING	TJ JOHNSON MEDIA GRP	Operation Manager, Gino Flores has a paid subscription to his services provided by Malkan Interactive Communication. Gino uses the information he receives weekly to help train his full time and part time (on-air) staff and to help develop and improve their on-air skills that would help secure a higher level position within the company. Gino conducts at least one monthly meeting with the entire programming department to help improve their skills during the pandemic these meetings were conducted via zoom.	MONTHLY
	EEO WEBSITE STAFF TRAINING	Each March, management staff (hiring managers) including General Manager, Operations Manager, Business Manager, and Program Directors. We review any new regulations and all changes to hiring and employment practices through the EEOC handbook that apply to MIC.	MARCH 2021
	WEBSITE AND ONE ON ONE TRAINING	TRAINING PROVIDED TO ON AIR PERSONALITY TO BECOME TRAFFIC MANAGER VIA SOFTWARE TRAINING VIDEOS AND ONE ON ONE TRAINING WITH SUPERVISOR	MARCH 2021
INTERNSHIP TRAINING	KZFM ON AIR TALENT	CONDUCTED A SPRING BREAK INTERNSHIP PROGRAM/EVENT TO RECRUIT ON AIR PERSONALITY	MARCH 2020

### Recruitment Sources

The following recruitment sources were utilized to seek candidates for the preceding job vacancies:

INDEED	website	1000 W MAUDE AVE SUNNYVALE, CA 94085	ON LINE
KZFM-KKBA-KEYS 2117 LEOPARD ST ON AIR ANNOUCEMENTS AND WEBSITES			
KZFM-KKBA-KEYS	website	2118 Leopard Street, Corpus Christi, TX 78408	361-561-2334
FACEBOOK	website	STATION FACEBOOKS	ON LINE
LINKED IN	2029 STIERLING CT MOUNTAIN VIEW,CAS 94043		

The licensee is continually updating and evaluating the effectiveness of our recruitment efforts and the response rates from the list below of sources. It invites any organizations reading this report to contact us to be added to the list in order that they may refer qualified applicants. MIC is an equal opportunity employer