



## ARIZONA'S HOMETOWN RADIO GROUP

November 29, 2023

Elizabeth Goldin, Esq., Assistant Chief  
Investigations & Hearings Division, Enforcement Bureau  
Federal Communications Commission  
45 L Street, N.E.  
Washington, D.C. 20554

**Re: EEO Audit of KDDL(FM), Chino Valley, Arizona (FIN: 109)**

To Whom It May Concern:

Prescott Valley Broadcasting Co., Inc. (“PVBC”) hereby responds to the letter from the Commission’s EEO Staff, dated October 30, 2023 (“Letter”), informing PVBC that the employment unit (“Unit”) associated with KDDL(FM), Chino Valley, Arizona (“Station”) has been randomly selected for an audit of its EEO program. Please note that the Unit also consists of KPPV(FM), Prescott Valley, Arizona (Facility No. 53414) and KQNA(FM), Prescott Valley, Arizona (Facility No. 53415). This response is intended to cover all stations.

Below in bold type are the requests from the EEO Staff, followed by PVBC’s responses.

**2b(i): Provide copies of the Unit’s two most recent EEO Public File Reports.**

Response: Attached as Exhibit 2(b)(i)-1 is the Report covering the June 1, 2021 – May 31, 2022 period and attached as Exhibit 2(b)(i)-2 is the Report covering the June 1, 2022 – May 31, 2023 period.

**2(b)(ii): For each station in the Unit that maintains a website, the website address.**

Response: The Station’s website is [www.cattlecountryradio.com](http://www.cattlecountryradio.com). The other PVBC Stations’ websites are: [www.kppv.com](http://www.kppv.com) (for KPPV) and [www.kqna.com](http://www.kqna.com) (for KQNA). The Unit’s most recent public file reports are included on each website.<sup>1</sup>

**2b(iii): For each of the Unit’s full-time positions filled during the period covered by the EEO Public File Reports noted above, provide the date of hire, as well as dated**

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<sup>1</sup> Note that the Report covering the 2022-23 Report recently was revised to account for the recruitment initiatives that were undertaken during that period (“Revised Report”). The Revised Report was uploaded to each of the Unit’s stations’ online public inspection files on November 17, 2023.

**copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position.**

Response: As indicated in the attached EEO Public File Reports, during the periods covered by the Unit's two most recent EEO Public File Reports, PVBC made only one full-time hire: a Receptionist on January 25, 2023. Attached as Exhibit 2(b)(iii)-1 is available documentation supporting the recruitment undertaken for that position.

**2b(iv): Provide the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.**

Response: The total number of interviewees and referral source for each interviewee for the full-time Unit vacancy filled during the 2021-22 and 2022-23 periods is provided within each such report, which are attached as Exhibits 2(b)(i)-1 and 2(b)(i)-2, respectively.

**2(b)(v): Provide dated documentation demonstrating performance of the Unit's recruitment initiatives during the period covered by the above-noted EEO Public File Reports. Specify the Unit personnel involved in each such recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period.**

Response: Attached as Exhibit 2(b)(v)-1 is available documentation associated with the Unit's co-sponsorship of a job fair on September 29, 2021. Unit Personnel involved: Jodi Aguirre, Sales and Promotions Coordinator and Marie Hart, Assistant Sales and Promotions Coordinator and Social Media Director.

Attached as Exhibit 2(b)(v)-2 is available documentation associated with the Unit's establishment of an internship program, starting in January 2022. Unit Personnel involved: Jodi Aguirre, Sales and Promotions Coordinator and Marie Hart, Assistant Sales and Promotions Coordinator and Social Media Director.

Attached as Exhibit 2(b)(v)-3 is available documentation associated with the Unit's co-sponsorship of a job fair on September 8, 2022. Unit Personnel involved: Jodi Aguirre, Sales and Promotions Coordinator and Marie Hart, Assistant Sales and Promotions Coordinator and Social Media Director.

Attached as Exhibit 2(b)(v)-4 is available documentation associated with the Unit's establishment of an internship program, starting in the Fall of 2022. Unit Personnel involved: Jodi Aguirre, Sales and Promotions Coordinator and Marie Hart, Assistant Sales and Promotions Coordinator and Social Media Director.

Attached as Exhibit 2(b)(v)-5 is available documentation associated with the Unit's co-sponsorship of a job fair on February 17, 2023. Unit Personnel involved: Jodi Aguirre, Sales and Promotions Coordinator and Marie Hart, Assistant Sales and Promotions Coordinator and Social Media Director.

Attached as Exhibit 2(b)(v)-6 is available documentation associated with the Unit's co-sponsorship of a job fair on March 22, 2023. Unit Personnel involved: Jodi Aguirre, Sales and Promotions Coordinator and Marie Hart, Assistant Sales and Promotions Coordinator and Social Media Director.

The Unit currently has nine full-time employees and the population of the market in which the Station operates is fewer than 250,000. Accordingly, the Unit is required to perform two points worth of initiative activities within each two-year period. As indicated in the Reports and the attached documents, the Unit satisfied that requirement.

**2(b)(vi): Disclose any pending or resolved complaints involving the Unit filed during the Unit's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.**

Response: There are no pending or resolved complaints involving the Unit filed during the current license term of the Station (or any of the other stations that comprise the Unit) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

**2(b)(vii): During the Unit's current license term, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies how the Unit has informed employees and job applicants of its EEO policies and program.**

Response: The Unit's managerial staff regularly meets to discuss various topics. These meetings usually cover employment and other EEO-related matters. Ultimately, the Unit's General Manager is responsible for overseeing EEO compliance. In addition to ensuring that notices regarding full time job openings are widely distributed to diverse groups throughout the area, the Human Resources Director is responsible for providing

information regarding the Unit's EEO policies to employees and persons applying for new positions with the Unit. The Unit considers applicants for all positions without regard to race, color, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status. In addition, generally, advertisements publicizing vacancies inform job applicants that PVBC is an equal opportunity employer.

**2(b)(viii):** During the Unit's current license term, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

Response: The Unit's managerial staff has routine ongoing conversations regarding FCC EEO policies. The annual EEO reports are reviewed by senior management each year, and the General Manager ensures that the Unit's postings are up to date. As a result of these reviews, the Unit recognizes that although its recruitment program is effective, there is room for improvement. The Unit always undertakes at least two recruitment initiatives during each two-year period, and strives to exceed that goal.

**2(b)(ix):** During the Unit's current license term, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

Response: Periodically, the Unit's managerial staff members review all compensation packages for PVBC's employees to ensure that such packages are fair and comply with the Unit's compensation system. Each year at budget time, the Unit's General Manager reviews the Unit's benefits, seniority practices, promotions and selection techniques to ensure that they provide equal opportunity and do not have a discriminatory effect. When positions are open, they are widely announced, including on the Unit's stations' themselves, which ensures that every employee has the opportunity to apply for a promotion or transfer to another department. The Unit's manager charged with reviewing the Unit's EEO program also periodically reviews the Unit's interview process and job application template to ensure that its hiring and interview guidelines are adequate.

The Unit has no agreements with any union.

**2(b)(x):** If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080 of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program.

Response: Not applicable.

**(3) – (4) Time Brokerage.**

Response: Not applicable.

EEO Staff  
November 29, 2023  
Page 6

I hereby certify that the foregoing response is accurate and complete to the best of my knowledge, information and belief. Should you have any questions regarding the foregoing response, please contact our attorney, Mark B. Denbo, at 202-350-9656 or [mdenbo@fccworld.com](mailto:mdenbo@fccworld.com).

Sincerely,

A handwritten signature in black ink, appearing to read "Sanford Cohen" followed by a stylized flourish.

Sanford Cohen  
President

Attachments

**EXHIBIT 2(b)(i) - 1**  
**2021-22 EEO Public File Report**

**EEO ANNUAL PUBLIC FILE REPORT**  
**PRESCOTT VALLEY BROADCASTING CO. INC.**

**1. Full-Time Jobs Filled From June 1, 2021 to May 31, 2022**

*Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy*

Title of Position: \_\_\_\_\_ NONE \_\_\_\_\_

Date Filled: \_\_\_\_\_

Recruitment Source That Referred The Individual Hired: \_\_\_\_\_

Total Number of People Interviewed for Vacancy: \_\_\_\_\_

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position

\* Asterisk after source name indicates that the source is entitled to notification of vacancies.



**2. Recruitment Initiatives Implemented From June 1, 2021 to May 31, 2022:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
<b>Job Fair Sponsorship</b>	<b>Sept 2022</b>	<b>Sponsored job fair with Yavapai College Economic Development Center, Prescott Valley Chamber of Commerce, Arizona@Work Yavapai County &amp; Northern Arizona Council of Governments</b>
<b>Interviews on KQNA on job fair.</b>	<b>Sept 2022</b>	<b>Conducted live interviews with representatives of all organizations (Yavapai College, Prescott Valley Chamber of Commerce, Arizona@Work Yavapai County &amp; Northern Arizona Council of Governments) and provided opportunities for the public to reach out to our company</b>
<b>Established an internship program with Arizona's Broadcasters Association</b>	<b>January 2022</b>	<b>Received an internship with Arizona's Broadcasters Association to hire a part-time individual.</b>

**EXHIBIT 2(b)(i) - 2**  
**2022-23 EEO Public File Report**

**EEO ANNUAL PUBLIC FILE REPORT**  
**PRESCOTT VALLEY BROADCASTING CO. INC.**

**1. Full-Time Jobs Filled From June 1, 2022 to May 31, 2023**

*Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy*

**Title of Position:** Receptionist

**Date Filled:** 1/25/23

**Recruitment Source That Referred The Individual Hired:** Prescott Valley Chamber Job board referral

**Total Number of People Interviewed for Vacancy:** 5

**List All Recruitment Source(s) Used to Fill Vacancy:**

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Prescott Valley Chamber Of Commerce	Marnie Uhl	7120 Pav Way #102, Prescott Valley, AZ 86314 <a href="tel:(928)772-8857">(928) 772-8857</a>	2
Northern Arizona Council Of Governments	Terri Drew	3130 N Robert Rd # A, Prescott Valley, AZ 86314 <a href="tel:(928)775-9993">(928) 775-9993</a>	2
Craigs List Prescott	Sanford Cohen	3755 Karicio Ln C, Prescott, AZ 86303 <a href="tel:(928)445-8289">(928) 445-8289</a>	1

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\* Asterisk after source name indicates that the source is entitled to notification of vacancies.

2. **Recruitment Initiatives Implemented From June 1, 2022 to May 31, 2023:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
<b>Job Fair</b>	<b>9-8-22</b>	<b>Prescott Valley Chamber, along with Yavapai College and NACOG, Job Fair at the Findlay Toyota Center.  Attended &amp; Sponsored</b>
<b>Internship</b>	<b>Fall 2022</b>	<b>PVBC instituted an internship program, in partnership with the Arizona Broadcasters Association.</b>
<b>Job Fair</b>	<b>2-17-23</b>	<b>Yavapai College Job Fair on February 17th.  Attended &amp; Sponsored</b>
<b>Job Fair</b>	<b>3-22-23</b>	<b>Yavapai College, Job Fair March 22nd  Sponsored</b>

# **EXHIBIT 2(b)(iii)-1**

**Receptionist position filled on January 25, 2023**

## Manage Posts

Job Title	Views	Employer	Location	Posted Date	Expire Date	Status	Actions
<a href="#">Receptionist</a> 1		Arizona's Hometown Radio Group	Prescott, AZ	Jan 10, 2023	Mar 11, 2023	Expired	RENEW OR UPGRADE REVIEW APPLICANTS
<a href="#">Announcer Newsperson</a> 2		Prescott Valley Broadcasting	Prescott, AZ	May 4, 2022	Jul 3, 2022	Expired	RENEW OR UPGRADE REVIEW APPLICANTS

Items per page: 100

1 - 2 of 2

Navigation icons: back, forward, search, etc.

- [Post a Job](#)
- [Job Listings](#)
- [Back to Site](#)
- [Privacy Policy](#)







## Mark Denbo

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**From:** Jodi Aguirre <jodi@azhometownradio.com> on behalf of Jodi Aguirre  
**Sent:** Wednesday, November 15, 2023 5:53 PM  
**To:** Mark Denbo; Sanford Cohen; Marie Hart  
**Subject:** Fwd: Job Opening

Jodi Aguirre  
Sr Account Executive  
Prescott Valley/Dewey Humboldt and Mayer.



----- Forwarded message -----

**From:** Leah Cickavage <[lcickavage@nacog.org](mailto:lcickavage@nacog.org)>  
**Date:** Tue, Jan 10, 2023 at 1:43 PM  
**Subject:** RE: Job Opening  
**To:** Jodi Aguirre <[jodi@azhometownradio.com](mailto:jodi@azhometownradio.com)>

Hi Jodi,

Couple more questions for the job posting, what is the range for salary (understand it is DOE but we get a better response with a range) and are there any benefits? What is the work schedule typically?

Thanks,



Leah Cickavage | Operations Manager

NACOG | 221 N. Marina St., Ste. 201 | Prescott, AZ 86301 | 928.778.1422

Connect with us:  |  | [nacog.org](http://nacog.org)



**From:** Jodi Aguirre <[jodi@azhometownradio.com](mailto:jodi@azhometownradio.com)>  
**Sent:** Tuesday, January 10, 2023 1:32 PM  
**To:** Leah Cickavage <[lcickavage@nacog.org](mailto:lcickavage@nacog.org)>  
**Subject:** Job Opening

Hi Leah,

Thank you for all the wonderful information!!

We would like our job on the board and shared with daily job seekers.

We are also interested in potential compensation if we find the right candidate.

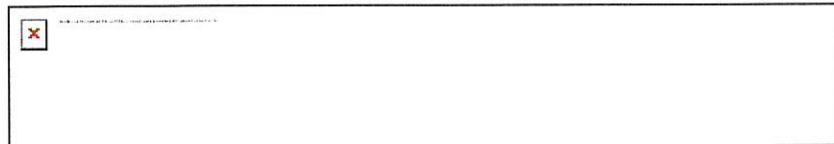
Attached is our listing.



**Receptionist Job Available**

Jodi Aguirre

Sales & Promotions Administrator



[Download our app!](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

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## ARIZONA'S HOMETOWN RADIO GROUP

Be the face in the front at our busy radio station headquarters. ARIZONA'S HOMETOWN RADIO GROUP voted best place to work has a rare opening for a multi-talented office person willing to learn new duties in our traffic and scheduling department. Experience preferred for either part time or full time employment. We are an equal opportunity employer with paid time off and hourly wages depending on experience. Send your resume!

AZHRG is an Equal Opportunity Employer.

From: [REDACTED]  
Date: Sat, Feb 4, 2023 at 11:22 PM  
Subject: Admin/Office Position  
To: <f7c8a38329c23930a563ad5dd99f9fc0@job.craigslist.org>

Hello,

I live in the Prescott area and saw your position on craigslist. I have many years of administrative and technical positions. My resume is attached.

[REDACTED]

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Original craigslist post:  
<https://prescott.craigslist.org/ofc/d/prescott-az-hometown-radio-weve-got-an/7577066826.html>  
About craigslist mail:  
<https://www.craigslist.org/about/help/email-relay>  
Please flag unwanted messages (spam, scam, other):  
<https://post.craigslist.org/mailflag?flagCode=34&smtpid=9326de793b81d58cebf34ef89b7c15c76361b99f.1>

From: [REDACTED]  
Date: Sat, Apr 1, 2023 at 10:29 PM  
Subject: Receptionist for Radio Group HQ  
To: <d8d52393a8163d0293c214250703a54c@job.craigslist.org>

Hello,

I would be interested but must let you know I'm definitely looking for part time only. Also, I must tell you personality is my middle and last name 😊

<https://prescott.craigslist.org/ofc/d/prescott-receptionist-for-radio-group-hq/7605226995.html>

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Original craigslist post:  
<https://prescott.craigslist.org/ofc/d/prescott-receptionist-for-radio-group-hq/7605226995.html>  
About craigslist mail:  
<https://www.craigslist.org/about/help/email-relay>  
Please flag unwanted messages (spam, scam, other):  
<https://post.craigslist.org/mailflag?flagCode=34&smtpid=38386981fad62707de0241efbdd99d0338b118a2.1>



From: [REDACTED]  
Date: Sun, Apr 2, 2023 at 12:36 PM  
Subject: Receptionist Position  
To: <[3a24535fd834300196874baa7efc4663@job.craigslist.org](mailto:3a24535fd834300196874baa7efc4663@job.craigslist.org)>

Hello,

I am interested in the receptionist position at your company. I have attached my resume to this email for your review and my number is (928) 275-1149.

I make an excellent candidate for this position because, while I have never held a receptionist title, my previous positions have required many of the same skills and qualities. At my current job, I have to multi-task at providing customers excellent customer service, managing my team and being attentive to their needs, while completing my various other duties by deadline and with attention to detail. When I worked at Batterman's Auction House, I wore many hats. I managed the website, maintained client files in a way that would make them always choose us, I managed inventory, completed bookkeeping, attracted new clients, completed all company correspondence, and planned and managed events.

I am easy-going and fun while also being professional and understanding that I represent the company that I work for. I learn, not only the ins and outs of the tasks that are required of me, but go out of my way to help others I work with and for. I would very much appreciate the opportunity to interview for this position.

Regards,

[REDACTED]

From: [REDACTED]  
Date: Tue, Apr 25, 2023 at 2:09 PM  
Subject: Front Desk Position  
To: <[cd4af872c21f3821b2569b843e2ced57@job.craigslist.org](mailto:cd4af872c21f3821b2569b843e2ced57@job.craigslist.org)>

Good afternoon:

I would greatly appreciate consideration for the front desk position you have available. I have over a decade of office work experience. I am proficient in Microsoft Office programs, as well as QuickBooks Pro. I can type 70 words per minute. I am great at multi tasking. I am reliable and hard working.

I look forward to hearing from you.

Thank you

[REDACTED]

From: [REDACTED]

Date: Sun, Apr 23, 2023 at 11:11 AM

Subject: admin/office

To: <1236e49887b7340b97922b8213825200@job.craigslist.org>

Greetings,

I have over twenty years of administrative experience, a courteous phone manner, and probably more than a decade of customer service experience as well. I grew up in the radio business and am well acquainted with the pace and environment. I am attaching my resume and hope to hear from you!

Best,

[REDACTED]



Marie Hart <marie@azhometownradio.com>

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## Fwd: Receptionist for Radio Group HQ

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Sanford Cohen <sanford@kppv.com>  
To: Marie Hart <marie@azhometownradio.com>

Mon, Nov 13, 2023 at 10:30 AM

----- Forwarded message -----

From: XXX Date: Tue, Apr 25, 2023 at 4:00 PM  
Subject: Receptionist for Radio Group HQ  
To: <aa34ed8a531f39cbbfcf6fbb44f27814@job.craigslist.org>

<https://prescott.craigslist.org/ofc/d/prescott-receptionist-for-radio-group-hq/7605226995.html>

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Original craigslist post:

<https://prescott.craigslist.org/ofc/d/prescott-receptionist-for-radio-group-hq/7605226995.html>

About craigslist mail:

<https://www.craigslist.org/about/help/email-relay>

Please flag unwanted messages (spam, scam, other):

<https://post.craigslist.org/mailflag?flagCode=34&smtpid=ac771856843609e4ae9349a6964ac66371da1cba.1>


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Sanford Cohen, President-GM  
AZ Hometown Radio Group  
KPPV 106.9 FM/Prescott Area-Cottonwood/Verde Valley, 100.7 FM/Flagstaff "The Mix"  
KQNA 1130 AM/99.9/95.5 FM "Talk of the Quad Cities" Prescott Area-Cottonwood  
KDDL 94.3/100.7 FM "Cattle Country" Prescott Quad Cities  
JACK FM 94.7 "Cottonwood and the Prescott Quad Cities"  
JUAN 106.5 FM "Tocando Que le Gusta" Prescott Valley/Cottonwood  
KUGO 102.5 FM "Travelradio at the Grand Canyon"  
KPKR 95.7/99.5 JACK FM "River Rat Radio" Lk Havasu/Parker/Blythe/Needles/Kingman  
KIDD 103.9 JACK FM Bullhead City/Ft Mohave/Laughlin  
KVSU 106.3 Jill FM "Havasus's Classic Rock"  
KDMM 103.1 "Best Dam Radio on the River" Parker Strip/Lk Havasu  
KXBB 101.7 "Badass Blues" Parker Strip/Lk Havasu [www.TheBlues101.com](http://www.TheBlues101.com)  
[Sanford@azhometownradio.com](mailto:Sanford@azhometownradio.com) 928-445-8289 x. 17



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 Letter of Introduction for Employment.pages  
210K

**EXHIBIT 2(b)(v) - 1**  
**Job Fair – Co-Sponsored September 29, 2021**



# Prescott Valley JOB FAIR 2021

# NOW HIRING

**SEPTEMBER 29  
3:30-6:00 pm**

**Findlay Toyota Center  
3201 N Main St,  
Prescott Valley**

- Learn the latest information about careers.
- Apply for part-time, full-time, temporary, or seasonal jobs.
- Meet with representatives from business, healthcare, non-profit, and military organizations.

- Early admission at 3:00 pm for veterans, individuals 55 and older, and job seekers with disabilities.
- Regular entry at 3:30 pm
- Professional attire is strongly recommended

### **Need help preparing for the job fair?**

Resume review and interview tips are available at ARIZONA@WORK and Goodwill Career Center.

Help for Veterans-U.S. VETS (928) 200-5631

The Job Fair is coordinated by Yavapai College Regional Economic Development Center, Prescott Valley Chamber of Commerce, ARIZONA@WORK Yavapai County, Goodwill of Central and Northern Arizona, and U.S. Department of Veterans Affairs.

For information, contact [kim@pvchamber.org](mailto:kim@pvchamber.org); 928-772-8857 or [katherine.anderson@yc.edu](mailto:katherine.anderson@yc.edu); 928-776-2008







Arizona's Hometown Radio Group is at Findlay Toyota Center.

Published by AnnMarie Aguirre · September 29, 2021 ·



Come see us at the job fair!



7

2 comments

Like

Comment

Share

**EXHIBIT 2(b)(v) - 2**  
**Internship – January 2022**

----- Forwarded message -----

From: **Chris Kline** <[ckline@azbroadcasters.org](mailto:ckline@azbroadcasters.org)>  
Date: Tue, Oct 19, 2021 at 9:31 AM  
Subject: ABA Award: Your 2022 Paid Internship  
To: Chris Kline <[ckline@azbroadcasters.org](mailto:ckline@azbroadcasters.org)>  
Cc: Barbeth Shea-Pinkney <[barbeth@azbroadcasters.org](mailto:barbeth@azbroadcasters.org)>, ABA Info <[info@azbroadcasters.org](mailto:info@azbroadcasters.org)>

Hi Arizona Broadcasters,

If you are receiving this note, I'm pleased to share that your station group has been awarded a fully-funded paid internship from the ABA for use anytime in 2022. Congratulations!

Your fully-funded internship will be supported by a \$3,000 check from the Arizona Broadcasters Association.

This internship program exists to help grow the next generation of Arizona broadcasters, especially in hard-to-fill areas of our business. Over the course of the next 12 months, this program will fund nearly \$100,000 worth of Arizona broadcasting internships! While stations are free to fill their ABA-funded internship in any way during 2022, we strongly encourage stations to look to critical areas like sales, engineering and digital expansion/innovation.

**Please reply-all to this email to confirm acceptance of the award. The below FAQs will help you navigate next steps to receiving your funds!**

#### **HOW DO STATIONS IDENTIFY THEIR INTERN AND WHO MANAGES THE INTERN?**

All stations will be responsible for finding and hiring their own intern. The ABA can help stations with selection and recruitment however requested. Each intern will ultimately be the responsibility of the participating station (per the station's hiring policies). The ABA's only involvement will be to provide the station with funding earmarked for the position. The ABA will not accept any liability for the interns as part of this program. The management of each intern, including all hiring, scheduling, discipline and termination, will be the responsibility of the station.

#### **HOW WILL THE ABA PAY FOR THE INTERNSHIPS?**

Each station chosen to participate will receive an ABA check in the amount of \$3,000. This dollar amount supports each internship based on an estimated 200+ total intern work hours depending on the hourly wage you decide to pay. Any supplemental employer tax implications will be the financial responsibility of each station.

#### **HOW DO I GET THE ABA CHECK AND MOVE FORWARD?**

ABA checks will be issued only after interns are identified and confirmed to fill a specific period of time. When a station has identified their chosen intern, they simply need to reach out to the ABA (send a note to [info@azbroadcasters.org](mailto:info@azbroadcasters.org)) and confirm the intern's start date. The ABA will then issue a check to the station. Stations that participate are expected to use the entire \$3,000 for the salary of their intern. In return for funding the internship, the ABA will ask each station and intern to fill out a post-internship survey and write a short report of the experience.

Let me know of any other questions,

Chris



#### **CHRIS KLINE**

President and CEO, Arizona Broadcasters Association  
602.252.4833 (office) | 602.790.7537 (cell)  
555 N Central Avenue Suite 302 | Phoenix, AZ 85004  
[chris@azbroadcasters.org](mailto:chris@azbroadcasters.org) | [LinkedIn](#) | [Twitter](#)

**EXHIBIT 2(b)(v) - 3**  
**Job Fair – Co-Sponsored September 8, 2022**

PV BROADCASTING/AZ Hometown Radio  
 BOX 26523  
 PRESCOTT VALLEY AZ 86312  
 928-445-8289

# JACK-FM Order Confirmation

OrderID: 11439-122

Sponsor: JACK-FM  
 Product: JACK-FM/Job Fair  
 Estimate/PO:  
 AccountRep: House Accounts  
 BillingCycle: End-of-Schedule  
 InvoiceType: Summary  
 Run Dates: 8/29/2022 - 9/8/2022  
 Items Ordered: 20  
 Gross Amount: 0.00  
 Discounts: 0.00  
 Agency Commission: 0.00  
 Net Amount: 0.00

JACK-FM

## Scheduled Station(s): JACK-FM Sponsorships

Printed 11/7/2023 11:07:00 AM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 8/29/2022 - 9/7/2022	All Weeks	12:00 AM - 11:59 PM	1	2	2	2	2	2	2	13	:30	Spot		04522	18	0.00	0.00
02 9/8/2022 - 9/8/2022	All Weeks	12:00 AM - 12:00 PM				2				2	:30	Spot		04522	2	0.00	0.00
<b>End-of-Schedule Projected Billing:</b>																	
	Jul-22	0.00															
			Aug-22				0.00										
									Sep-22				0.00			Q3-2022	0.00

Confirmed Correct; Payment Guaranteed

Accepted for JACK-FM



# 2022 Prescott Valley Job Fair

Thursday, September 8, 2022

69	Abrio Home Care	43	FedEx Ground	95	ResCare
52	AccentCare	76	Findlay Toyota Center	93	Royal Life Centers
90	Ace Cash Express	16	Freeport McMoRan Inc.	45	Ruger
70	Ace Hardware RSC	96	Frys Food Stores	78	Safeway
98	ADOT Enforcement and Compliance Division	1 - 4	<b>Goodwill Check-In Station</b>	64	SC Audit & Accounting Solutions LLC
49	All Ways Caring	12	<b>Goodwill of Central &amp; Northern Arizona</b>	29	<b>Sherwin-Williams</b>
33	Alliance of Arizona Nonprofits AmeriCorps VISTA Prog.	46	Granite Creek Health and Rehabilitation	73	Southwest Truck and RV LLC
11	<b>Amazon</b>	30	<b>Halstead</b>	58	State of Arizona - Vocational Rehabilitation
82	Angels Care Home Health	44	Haven of Cottonwood	60	Steward Health Care
5	Arizona Army National Guard	62	Hozhoni Foundation, Inc.	75	Sun Pain Management
14	<b>Arizona Mentor</b>	19	<b>Humboldt Unified School District</b>	72	Superior Industries
53	Arizona Tile	50	In-N-Out Burger	34	Synergy HomeCare
57	<a href="mailto:Arizona@Work">Arizona@Work</a>	92	L&H Industrial, Inc.	79	Synergy Wellness Center
15	<b>Arizona's Hometown Radio</b>	8	<b>Laptop Station</b>	51	The Door and Window Store
20	<b>AT Overland Equipment</b>	9	<b>Laptop Station</b>	84	The Employment Network Magazine
61	Busy Bee Learning Center	40	LaserGifts	47	Town of Prescott Valley
97	Capital Canyon Golf Club	77	Maggie's Hospice and Palliative Care	81	Trinity Presbyterian Church, Prescott
88	Central AZ Fire and Medical Authority	80	MI Windows and Doors	85	United States Post Office
71	Child & Family Support Services	83	Mingus Mountain	41	Vesting Angels of Northern Arizona
74	Chino Valley Unified School District	94	NACOG Head Start	54	Walgreens
89	City of Prescott	48	NAU Center for Service & Volunteerism	56	Yavapai College CTEC
91	Coconino County Sheriff's Office	86	Northern AZ VA Health Care	28	<b>Yavapai College Human Resources</b>
25	<b>CTI, Inc.</b>	27	<b>OneAZ Credit Union</b>	7	<b>Yavapai College REDC</b>
6	CWT Team	39	Polara Health	35	Yavapai County Adult Probation
87	Davita Dialysis	68	Prescott Broadcasting	22	Yavapai County Development Services
66	Desert Veteran	42	Prescott Pines Christian Camp LLC	36	Yavapai County Government
32	<b>Dignity Health - YRMC</b>	38	Prescott Unified School District	37	Yavapai County Juvenile Probation
65	Elite Vocational and Tutoring Services	26	<b>Prescott Valley Chamber of Commerce</b>	23	Yavapai County Public Works
63	Elwood Staffing Services	55	Prescott Valley Economic Dev. Foundation	24	Yavapai County Sheriff's Office
21	Enchantment Resort and Mi amo Spa	13	<b>Priority Ambulance</b>	18	<b>Yavapai Gaming Agency</b>
59	EOC/NAU Trio Grant (for adults)	67	Pure Wafer	17	<b>YavapaiatWork</b>
10	<b>Fann Contracting, Inc.</b>	31	<b>RDO Equipment Co.</b>	99	



**Arizona's Hometown Radio Group**

Published by AnnMarie Aguirre · September 6, 2022 ·

Come by, say hi and grab an application! 📄 📄

We will be at the job fair on September 8th at the [Findlay Toyota Center](#)

☐ Early Admission at 3:00pm for veterans, individuals 55 and older, and job seekers with disabilities

☐ Regular Entry at 3:30pm

Professional attire is strongly recommended



- Learn the latest information about careers.
- Apply for part-time, full-time, temporary, or seasonal jobs.
- Meet with representatives from business, healthcare, non-profit, and military organizations.

- Early admission at 3:00pm for veterans, individuals 55 and older and job seekers with disabilities
- Regular entry at 3:30pm
- Professional attire is strongly recommended

**Need help preparing for the job fair?**

Resume review and interview tips are available at ARIZONA@WORK, Goodwill Career Center, and the REDC at Yavapai College.

Help for Veterans: U.S. VETS (928) 200-5633

The Job Fair is coordinated by Yavapai College Regional Economic Development Center, Prescott Valley Chamber of Commerce, ARIZONA@WORK, Yavapai County Goodwill of Central and Northern Arizona, and U.S. Department of Veterans Affairs.

For information, contact [kim@pvchamber.org](mailto:kim@pvchamber.org) 928-772-8857 or [kathertoe.anderson@yc.edu](mailto:kathertoe.anderson@yc.edu) 928-776-2008





**EXHIBIT 2(b)(v) - 4**  
**Internship – Fall 2022**

**From:** Chris Kline  
**Sent:** Tuesday, November 22, 2022 1:29 PM  
**To:** Chris Kline <[ckline@azbroadcasters.org](mailto:ckline@azbroadcasters.org)>  
**Cc:** Barbeth Shea-Pinkney <[barbeth@azbroadcasters.org](mailto:barbeth@azbroadcasters.org)>  
**Subject:** ABA Award: Your 2023 Paid Internship Funding

Hi Arizona Broadcasters,

Congratulations! If you are receiving this note, your station group has been awarded a fully-funded paid internship from the ABA for use anytime in 2023.

Your fully-funded internship will be supported by a \$3,500 check from the Arizona Broadcasters Association.

This internship program exists to help grow the next generation of Arizona broadcasters, especially in hard-to-fill areas of our business. Over the course of the next 12 months, this program will fund \$125,000 worth of Arizona broadcasting internships! While stations are free to fill their 2023 ABA-funded internship in any way, we strongly encourage stations to look to critical areas like sales, engineering and digital expansion/innovation.

**Please reply-all to me and Barbeth Shea Pinkney to confirm acceptance of the award. The below FAQs will help you navigate next steps to receiving your funds!**

#### **HOW DO STATIONS IDENTIFY THEIR INTERN AND WHO MANAGES THE INTERN?**

All stations will be responsible for finding and hiring their own intern. The ABA can help stations with selection and recruitment however requested. Each intern will ultimately be the responsibility of the participating station (per the station's hiring policies). The ABA's only involvement will be to provide the station with funding earmarked for the position. The ABA will not accept any liability for the interns as part of this program. The management of each intern, including all hiring, scheduling, discipline and termination, will be the responsibility of the station.

#### **HOW WILL THE ABA PAY FOR THE INTERNSHIPS?**

Each station chosen to participate will receive an ABA check in the amount of \$3,500. This dollar amount supports each internship based on an estimated 250 total intern work hours at Arizona's new minimum wage of \$13.85. Our projections are based on a 12-week-long model where the interns work 20 hours per week, but each station can adjust this model to whatever works best for them and their location. Any supplemental employer tax implications will be the financial responsibility of each station.

#### **HOW DO I GET THE ABA CHECK AND MOVE FORWARD?**

ABA checks will be issued only after interns are identified and confirmed to fill a specific period of time. When a station has identified their chosen intern, they simply need to reach out to the ABA (send a note to [info@azbroadcasters.org](mailto:info@azbroadcasters.org)) and confirm the intern's start date. The ABA will then issue a check to the station. Stations that participate are expected to use the entire \$3,500 for the salary of their intern. In return for funding the internship, the ABA will ask each station and intern to fill out a post-internship survey and write a short report of the experience.

Let me know of other questions, and thank you for helping to futureproof our business by hiring a 2023 intern!

Chris



**CHRIS KLINE**  
President and CEO, [Arizona Broadcasters Association](http://Arizona Broadcasters Association)  
602.252.4833 (office) | 602.790.7537 (cell)  
555 N Central Avenue Suite 302 | Phoenix, AZ 85004  
[chris@azbroadcasters.org](mailto:chris@azbroadcasters.org) | [LinkedIn](#) | [Twitter](#)

**EXHIBIT 2(b)(v) - 5**  
**Job Fair – Co-Sponsored February 17, 2023**



Chino Valley

JOB FAIR

2023

Now Hiring

Visit  
www.ycredc.com/events  
for more information

February 17, 2023

11:30am - 2:00pm

Early admission at 11:00am

- Veterans
- Individuals 55 and older
- Job seekers with disabilities

Chino Valley High School  
Campus Gym  
1760 E. Center St  
Chino Valley, AZ

The Job Fair is coordinated by Yavapai College Regional Economic Development Center, Chino Valley Chamber of Commerce, ARIZONA@WORK, US VETS Prescott, and U.S. Department of Veterans Affairs.



For information, contact Lorette at Chino Valley Chamber director@chinovalley.org; 928-636-2493 or or katherine.anderson@yc.edu; 928-776-2008.





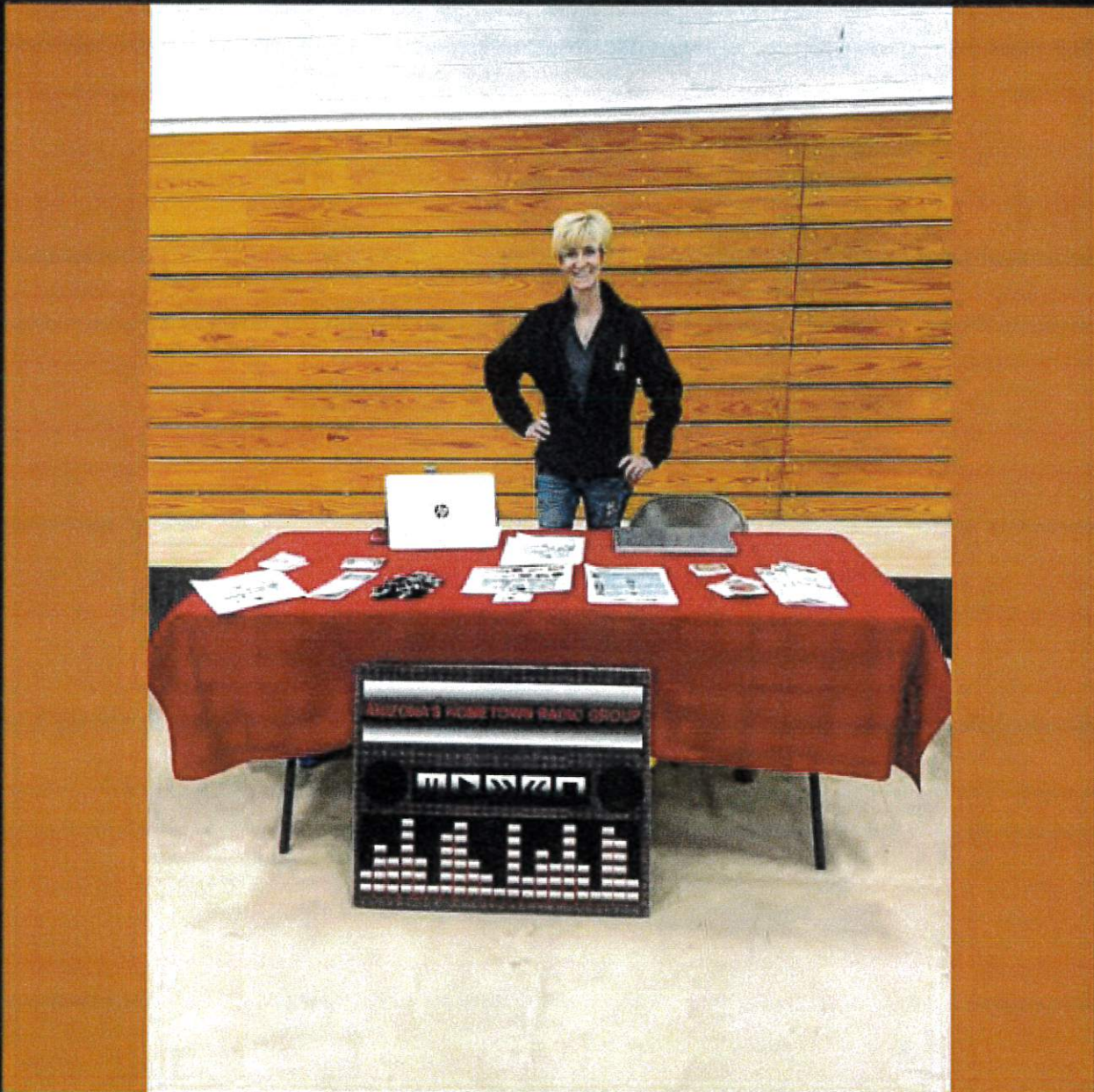


## Arizona's Hometown Radio Group

Published by AnnMarie Aguirre · February 17 ·



We are having a blast at the job fair at [Chino Valley High School](#). Thank you [Yavapai College](#) for putting this event on!



17

1 comment

PV Broadcasting  
 PO Box 26523  
 Prescott Valley, AZ 86312  
 938-445-8289

**KPPV-FM KQNA-AM KDDL-FM JACK-FM OI**

OrderID: 11400-207

Sponsor: AZ Hometown Radio Group  
 Product: AZ Hometown Radio Group/Chino Valley Job Fair  
 Estimate/PO:  
 AccountRep: House Accounts  
 BillingCycle: End-of-Schedule  
 InvoiceType: Summary  
 Run Dates: 1/13/2023 - 1/16/2023  
 Items Ordered: 30  
 Gross Amount: 0.00  
 Discounts: 0.00  
 Agency Commission: 0.00  
 Net Amount: 0.00

AZ HOMETOWN RADIO GROUP

**Scheduled Station(s): KPPV-FM / KQNA-AM / KDDL-FM**  
 AZ Hometown Radio Group

Printed 1/17/2023 9:08:33 AM

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Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 1/13/2023 - 1/16/2023	All Weeks	12:00 AM - 11:00 PM	2				3	3	2	10	:30	Spot		02988	10	0.00	0.00
<b>End-of-Schedule Projected Billing:</b>																	
	Jan-23	0.00	Feb-23				0.00			Mar-23			0.00		Q1-2023		0.00

Confirmed Correct; Payment Guaranteed

Accepted for KPPV-FM, KQNA-AM, KDDL-FM.

# Chino Valley Job Fair

(last updated 2/14/2023)

## SPONSORED BY



**FREEPORT-McMORAN**



## JOB FAIR EXHIBITORS

Company Name	Positions Available
ACE Hardware RSC	Forklift Drivers Stockers Order Fillers
ADOT Enforcement and Compliance Division	Lateral Police Officer Recruit Police Officer Special Investigator/Detective K9 Officer/Lateral Customer Service Representation (CSR)
Angels Care Hospice	PRN Registered Nurse CNA
Arizona Hometown Radio Group	On Air Data Entry
Arizona Water Company	Water Treatment Operators Customer Service Representative Accountant Water Conservation Specialist Designer Billing System Analyst Engineer Construction Engineer
Chino Valley Unified School District	Hiring a variety of teachers and paraprofessionals for Chino Valley High School, Heritage Middle School & Territorial Early Childhood Center
City of Prescott	<a href="https://cityofprescott.applicantpro.com/jobs/">https://cityofprescott.applicantpro.com/jobs/</a>
Dignity Health - YRMC	<a href="http://www.commonspirit.careers">www.commonspirit.careers</a>
Drake Cement LLC.	Production Assistance Laborer Reclaimer Production Utility Operator Maintenance Electrician

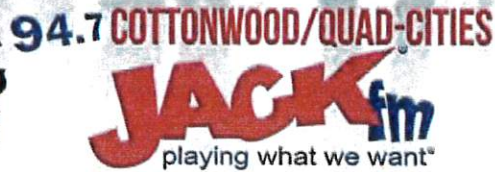
Mingus Mountain Camp (United Methodist)	Site Support
Mingus Mountain Youth Treatment Center	Youth Care Worker Overnight Youth Care Worker Behavioral Health Technician (BHT) Case Manager Cook Mental Health Therapist Teacher Clinical Director
NACOG	<a href="https://nacog.org/human-resources/">https://nacog.org/human-resources/</a>
NAU Center for Service & Volunteerism	AmeriCorps Seniors Programs Foster Grandparent Senior Companion Programs
Northern AZ VA Healthcare System	MED-Surg/Long-Term Care RN's Certified Nursing Assistants LPN's Other Clinical/Administrative Support Personnel
OneAZ Credit Union	<a href="https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=a5003e85-d2cf-496b-8b39-b3105c3f54a1&amp;ccId=19000101_000001&amp;lang=en_US">https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=a5003e85-d2cf-496b-8b39-b3105c3f54a1&amp;ccId=19000101_000001&amp;lang=en_US</a>
Paulden Community School	Paraprofessionals Teachers Bus Driver
Polara Health	<a href="https://www.paycomonline.net/v4/ats/web.php/jobs?clientkey=CABA0E064DEFBA554E1B96F085DDE575&amp;sessionnonce=19d6431699a9eb75ba88e9acc35244e9">https://www.paycomonline.net/v4/ats/web.php/jobs?clientkey=CABA0E064DEFBA554E1B96F085DDE575&amp;sessionnonce=19d6431699a9eb75ba88e9acc35244e9</a>
Ponderosa Hospitality	Housekeepers
Prescott Broadcasting	Advertising Sales (full time) Internet/Social Media (part-time)
Prescott Unified School District #1	Paraprofessionals Admin Assistant Bus Drivers Groundskeeper
Priority Ambulance	EMT Paramedic
Rainbow Acres	Caregivers
Sherwin-Williams Arizona District	Management and Sales Training Program Customer Service Specialist Delivery Drivers
State of Arizona	<i>Resource for Job Seekers</i>



Steward Health Care	Registered Nurse Certified Nursing Assistant Behavioral Health Technician Food Service Workers
Superior Industries	Day Shifts Night Shifts Design Engineer
Synergy HomeCare	In-Home Caregivers
United Christian Youth Camp	Dining Staff
USPS	RCA CCA PSE
U.S. VETS (Prescott)	Crisis Intervention Counselor Licensed Therapist Operations Manager Food Service Assistants Program Assistants Human Resource Business Partner
Valley Learning Center	Preschool Caregiver Toddler Caregiver School Age Caregiver
Visiting Angels of Northern Arizona	Caregivers
Yavapai College CTEC	
Yavapai College HR	<a href="https://www.schooljobs.com/careers/ycedu">https://www.schooljobs.com/careers/ycedu</a>
Yavapai County Adult Probation	Legal Secretary Case Aid Surveillance Officer Probation Officer
Yavapai County Development Services	Planning Manager Environmental Health Specialist II
Yavapai County Government	<a href="https://www.governmentjobs.com/careers/yavapai">https://www.governmentjobs.com/careers/yavapai</a>
Yavapai County Public Works	<a href="https://www.governmentjobs.com/careers/yavapai?keywords=public%20works">https://www.governmentjobs.com/careers/yavapai?keywords=public%20works</a>
Yavapai County Sheriff's Office	Deputy Sheriff Detention Officer I Public Safety Telecommunicator Detention Support Specialist Records Tech – Camp Verde
Yavapai Big Brothers Big Sisters	HR & Benefits Administrator Development Assistant Enrollment Specialist Match Advisors Program Administrator

**EXHIBIT 2(b)(v) - 6**  
**Job Fair – Co-Sponsored March 22, 2023**

# GET YOUR CAREER IN GEAR RIGHT HERE!



ARIZONA'S HOMETOWN RADIO GROUP



- NEWS REPORTER
- SCHEDULING ASSISTANT
- SALES REPRESENTATIVES
- BI-LINGUAL PROGRAM DIRECTOR



DOWNLOAD OUR APP

TAKE US WITH YOU  
EVERYWHERE YOU GO!







AnnMarie Aguirre <annmarie@azhometownradio.com>

### Fwd: Prescott Job Fair

1 message

Jodi Aguirre <jodi@azhometownradio.com>  
To: AnnMarie Aguirre <annmarie@azhometownradio.com>

Fri, Feb 10, 2023 at 10:12 AM

----- Forwarded message -----  
From: **Anderson, Katherine** <Katherine.Anderson@yc.edu>  
Date: Fri, Feb 10, 2023 at 10:08 AM  
Subject: RE: Prescott Job Fair  
To: Jodi Aguirre <jodi@azhometownradio.com>

It can be found on our website at <https://www.ycredc.com/events>

Thank you for helping to spread the word.

#### Katherine Anderson, M.Ed., CPCC

Career Engagement Specialist  
Regional Economic Development Center | Yavapai College

[katherine.anderson@yc.edu](mailto:katherine.anderson@yc.edu)  
Office: 928-776-2008

From: Jodi Aguirre <jodi@azhometownradio.com>  
Sent: Friday, February 10, 2023 7:16 AM  
To: Anderson, Katherine <Katherine.Anderson@yc.edu>  
Subject: Re: Prescott Job Fair

Thank you so much!!

Once it is on your website we will add to our community calendars as well.

Jodi Aguirre

Sales & Promotions Administrator



## ARIZONA'S HOMETOWN RADIO GROUP

[Download our app!](#)

On Fri, Feb 10, 2023 at 9:13 AM Anderson, Katherine <Katherine.Anderson@yc.edu> wrote:

**We are pleased to invite you and your business or organization to be an exhibitor at our 2023 Prescott Job Fair.** The Fair is being offered through the combined efforts of Yavapai College, the Prescott Chamber of Commerce, ARIZONA@WORK, NACOG, and the U.S. Department of Veteran Affairs. The emphasis for the Fair will be on job recruitment as well as career opportunities and resources that can lead to employment. **It will be held Wednesday, March 22, 2023, from 3:00pm to 6:00pm at the Yavapai College Prescott Campus Gym, 1100 E. Sheldon St, Prescott.**

**The cost of participating in the Fair is as follows:**

- **\$50 Exhibitor Registration Rate (ANY Chamber Member) / \$60 Exhibitor Registration Rate (Non-Chamber Member): Through February 22.** This registration fee includes refreshments for two, a table and two chairs. Additional refreshments (\$10 each) may be requested. Payment for refreshments should be added to payment of the registration fee.
- **Sponsorship - \$200: Through February 22**
  - With the sponsorship, you will be acknowledged as a sponsor on marketing materials.
  - Your exhibitor table will be placed in a preferential location, near the main entrance of the Fair.
  - You will receive refreshments for four individuals.
  - **If you are interested in becoming a sponsor, please email your company logo to Katherine.Anderson@yc.edu no later than February 22, 2023.**
- **Premiere Sponsorship - \$300: Through February 22** (limited to 8 sponsorship opportunities)
  - With the premier sponsorship, you will be acknowledged as a sponsor on all marketing materials.
  - Your exhibitor table will be placed in a preferential location, near the main entrance of the Fair.
  - You will be interviewed by the local radio station during the Job Fair.
  - You will receive refreshments for four individuals.
  - **If you are interested in becoming a sponsor, please email your company logo to Katherine.Anderson@yc.edu no later than February 22, 2023.**
- **\$95 Late Registration Fee: All registrations received after February 22, 2023.** This registration fee includes a table and two chairs. **No special requests will be guaranteed.**

**Here's how to register:**

- Please click here for the electronic registration form: <https://bit.ly/PrescottJobFair23>
- **All registrations must be received no later than March 8, 2023 to secure a spot at the Job Fair.**
- Approximately one week before the Fair, you will receive exhibitor information and event details.

*Please respond soon!* We look forward to another successful event for our local employers and job seekers! Please visit <https://www.ycredc.com/events> for more information.

**Katherine Anderson, M.Ed., CPCC**

Career Engagement Specialist  
Regional Economic Development Center | Yavapai College

[katherine.anderson@yc.edu](mailto:katherine.anderson@yc.edu)  
Office: 928-776-2008

Job Connections Powered by Pipeline

“Register” for an account today at [yc.pipelineaz.com](https://yc.pipelineaz.com)



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Jodi Aguirre