EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 30, 2021-July 29, 2022

1) Employment Unit: Clarke Broadcasting Corporation

2) Unit Members (Stations and Communities of License): KKBN(FM), TWAIN HARTE, CA

KKBN(FM), TWAIN HARTE, CA KVML(AM), SONORA, CA KZSQ-FM, SONORA, CA

3) EEO Contact Information for Unit Member:

Mailing Address: Clarke Broadcasting Corporation 342 S. Washington St	Telephone Number: 209-533-1450
Sonora, Ca 95370	Contact Person/Title: Tom Nankival/ GM
	E-mail Address: tnankival@clarkebroadcasting.com

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

Job Title

Recruitment Source Referring Hiree

1. Director of IT

company web portal mymotherlode.com

Station KKBN, KVML and KZSQ are Equal Opportunity Employers.

1) Title: Director of IT

Referral Source(s) of Hiree:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Mymotherlode.com	Sabrina Biehl	342 S. Washington Sonora CA 95370	209-533-1450 x12 Fax 209-533-9520	3	N
California Broadcasters Association	Joe Berry	915 L Street, Suite 1150 Sacramento, CA 95814	916-444-2237 Fax 916-444-2046	1	N
LinkedIn	online	1000 W Maude Sunnyvale, CA 94085,	N/A	1	N
Indeed.Com	online	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	N/A	2	Ν
On-Air KVML-AM KKBN-FM KZSQ-FM	Aretha Lee	342 S Washington St Sonora, CA 95370	209-533-1450 x12 Fax 209-533-9520	0	Ν
All Access	Joel Denver	28955 Pacific Coast Highway Malibu, CA 90265	310-457-6616 Fax 310-457-8058	0	N

5) Total # of Interviewees Referred: For the period from July 30, 2021-July 29, 2022, this Employment Unit interviewed 4 interviewees for full-time job vacancy.

6) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Company created scholarship programs designed to assist students in pursuing a career in broadcasting

Clarke Broadcasting provides scholarships each May to Cassina High School, Summerville High School and Sonora High School students who would like to pursue a career in broadcasting or associated areas. The scholarships are in the amount of \$2000.00 each and are awarded to one or more students at each school.

For each school, Clarke Broadcasting reviews the applications and selects the scholarship recipient. Clarke Broadcasting also attends and presents the awards in person at each school's year-end ceremony. Scholarship recipients must continue to show proof of enrollment and progress toward their degree to remain eligible for the scholarship year-to-year. Awards were made to graduating seniors from all three high schools in May and June of 2021.

(b) Initiative: Participation in Events Sponsored by Community Organizations

Clarke Broadcasting hosts each yearly class of youth and adults enrolled in the Tuolumne County Youth and Adult Leadership sponsored by the Chamber of Commerce. During the tour of our facilities, we take two hours to explain in depth about broadcasting, how it works, future career opportunities, required skills, etc. The Youth Group numbered 15-20 visitors, while the Adult Group numbered 12-18.

(c) Initiative: Participation in local job fairs

Clarke Broadcasting participated in a job fair sponsored by Mother Lode Job Training on December 3, 2021 from 1-5pm at the Sonora Fairgrounds.