

**KAWL-AM, KTMX-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	2/1/2023	Participation in scholarship programs	Promoted & reviewed scholarship applications - awarded two \$1,000.00 scholarships	1	Anthony Jacobsen Station Manager	1.00
2	3/14/2023	Participation in events or programs sponsored by educational institutions	York County Development Corps Job Fair York County area High School Students	1	Anthony Jacobsen Station Manager	0.25
3	3/24/2023	Participation in events or programs sponsored by educational institutions	Hosted Job Shadow for student from Cross County High School	2	Anthony Jacobsen Station Manager Gene Curtis On-Air Personality	0.25
4	4/4/2023	Participation in events or programs sponsored by educational institutions	Milford High School Job Fair Milford High School Students	1	Anthony Jacobsen Station Manager	0.25
5	4/4/2023	Participation in events or programs sponsored by educational institutions	Seward High School Job Fair Seward High School students	1	Gene Curtis On-air Broadcaster	0.25
6	4/5/2023	Hosting of Job Fair	York High School Jobs for America's Graduates (JAG) Hosted at York radio station York High School students	1	Anthony Jacobsen Station Manager	1.00
7	5/9/2023	Establishment of an intern program designed to assist members of the community	Summer Interns 5/9/23 to 8/5/23 Callie Hurley Megan Endorf	1	Anthony Jacobsen Station Manager	1.00
8	9/22/2023	Participation in events or programs sponsored by educational institutions	Panther Prowl held in downtown York York College students tour booths	1	Anthony Jacobsen Station Manager	0.25
9	10/24/2023	Participation in events or programs sponsored by educational institutions	Concordia University Students Conducted mock interviews preparing college students on future job interview scenario's	1	Anthony Jacobsen Station Manager	0.25

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<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.50</b>