

COCOLA BROADCASTING COMPANIES, LLC

ANNUAL EEO PUBLIC FILE REPORT

August 1, 2022 through July 31, 2023

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

**KBFK-LP, KBSE-LD, KCBB-LD, KCBT-LD, KGMC, KHSC-LP, KIWB-LP,
KJEO-LD, KJKZ-LD, KJOI-LP, KMBY-LD, KMCF-LD, KMSG-LD, KVVG-LD, KZAK-LD**

The information contained in this Report covers the time period beginning August 1, 2021 through July 31, 2022 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone numbers.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

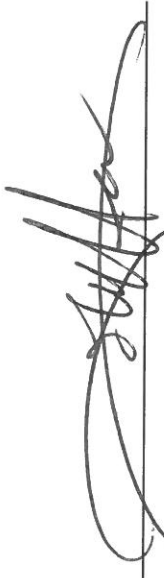
For purposes of this Report, a vacancy was deemed "filled" when the hire began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Section 1: Vacancy Information

No.	Full- Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Marketing	3/2/23	M, N	1	2
2					
3					
4					
5					

Total Numbers of Person Interviewed During Applicable Period: 1



 John Her
 Chief Operator

9/29/23

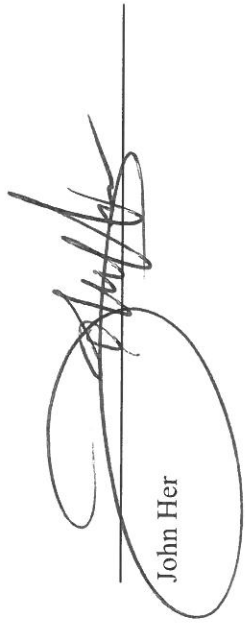
 Date

Appendix 2 to Annual EEO Public File Report

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Numbers of Interviewees This Source Has Provided During This Period (If Any)
A	Cocola Broadcasting Companies, LLC- Station Website	John Her	706 W. Herndon Ave. Fresno, CA 93650	559-435-7000	N	1
B	Fresno City College -Employment Resource Center	Karin Collins	1101 E. University Fresno, CA 93706	559-442-4850	Y	0
C	California State University Fresno Career Services	Careers Services	5150 N. Maple Avenue Fresno CA 93740	559-278-2381	Y	0
D	Fresno Pacific University - Careers Resources Center	Alicia Andrade	1717 S. Chestnut Avenue Fresno, CA 93702	559-453-2000	Y	0
E	Reedley College	N/A	995 N. Reed Ave. Reedley, CA 93634	559-638-3541	N	0
F	University of Merced	N/A	5200 Lake Road Merced, CA 95343	209-228-4400	N	0
G	The Fresno Bee Newspaper	Aida Pachedo	1626 E. Street Fresno, CA 93786	559-441-6111	N	0
H	Facebook	N/A	1601 Willow Road Menlo Park, CA 94025	N/A	N	0
I	Indeed.com	N/A	7501 N. Capital of Texas Hwy, Building B Austin, TX 78731	N/A	N	0
J	Criagslist.com	N/A	1626 E. Street Fresno, CA 93786	N/A	N	0
K	CareerBuilder.com	N/A	200 N. LaSalle Suite 1100 Chicago, IL 60601	N/A	N	0

L	Work Force Connection	Isabel Rodriguez	3302 N. Blackstone Suite 221 Fresno, CA 93726	559-230-4024	N	0
M	Internal Hire	Cocola Broadcasting Companies, LLC	706 W. Herndon Ave. Fresno, CA 93650	559-435-7000	N	0
N	Employee Referral	N/A	N/A	N/A	N	0
O	Non-Employee Referral	N/A	N/A	N/A	N	0



John Her

9/29/08

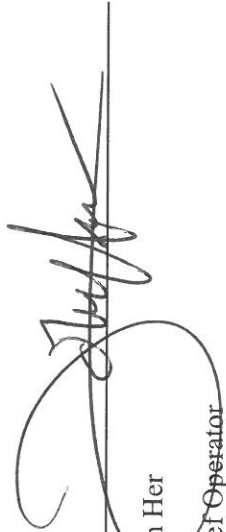
Date

Chief Operator


Appendix 3 to Annual EEO Public File Report

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Cocola Broadcasting Companies, LLC

No.	Recruitment Initiative	Description
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Cocola Broadcasting Companies, LLC provides a 120 hours of unpaid internship program.
2	Formal mentoring program for station personnel.	Managers provides weekly mentoring programs & training which covers all aspects of sales.
3	Participation in other activities designed by the stations employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Attend events with educational materials & handouts- to aware the community of the broadcast digital channels and broadcast opportunity.



John Her
Chief Operator



Date