

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 30, 2022-July 29, 2023

1) **Employment Unit: Clarke Broadcasting Corporation**

2) **Unit Members (Stations and Communities of License):** 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 Sonora, Ca 95370	Telephone Number: 209-533-1450
	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. Office Manager/Reception	company web portal mymotherlode.com
2. Morning Host KKBN-FM	internal promotion

Station KKBN, KVML and KZSQ are Equal Opportunity Employers.

1) Title: Director of IT

Referral Source(s) of Hire:

(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
Mother Lode Job Training	Dave Thoeny	197 Mono Way Suite B Sonora CA 95370	209-536-4501	0	N
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	2	N

Title: Morning Host KKBN-FM					
California Broadcasters Association	Joe Berry	915 L Street, Suite 1150 Sacramento, CA 95814	916-444-2237 Fax 916-444-2046	0	N
All Access	Joel Denver	28955 Pacific Coast Highway Malibu, CA 90265	310-457-6616 Fax 310-457-8058	4	N
Radio Online	Ron Chase	3500 Tripp Avenue Amarillo TX 79121-1637		0	N
Country Aircheck	Lon Helton	914 18th Ave S, Nashville, TN 37212	615- 320-1450	1	N

5) Total # of Interviewees Referred: For the period from July 30, 2022-July 29, 2023, this Employment Unit interviewed 5 interviewees for full-time office manager vacancy and 5 interviewees for the Morning Host KKBN-FM position

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 11 visitors, while the Adult Group numbered 17

(c) Initiative: Participation in local job fairs

Clarke Broadcasting participated in a job fair sponsored by MACT and Blue Mountain Minerals on February 15, 2023 from 1-4pm at Columbia College.