

YAVAPAI BROADCASTING CORPORATION

EEO PUBLIC FILE REPORT

JUNE 1, 2022 – MAY 31, 2023

STATION EMPLOYMENT UNIT:

KVRD-FM, Cottonwood, AZ

KYBC (AM), Cottonwood, AZ

KKLD (FM), Cottonwood, AZ

KVNA (AM), Flagstaff, AZ

KVNA-FM, Flagstaff, AZ

KQST (FM), Sedona, AZ

EQUAL EMPLOYMENT OPPORTUNITY POLICY:

Yavapai Broadcasting Corporation has a long established history of being an equal opportunity employer. We make an effort to establish contacts with organizations within our broadcast coverage area to inform them of available positions and job openings.

Organizations that would like to be contacted when we have an opening are encouraged to let us know so they can be added to our contact list. We request that the organizations provide us with the following information: Contact name, email and post office address, and phone number. Send the information to: Mike Puetz, Yavapai Broadcasting Corp., PO Box 187, Cottonwood, AZ, 86326 or to mike@myradioplace.com.

EEO PUBLIC FILE REPORT:

This EEO Public File Report is filed in the Public Inspection Files of Yavapai Broadcasting Corporation – operator of Radio Stations KVRD, KYBC, KKLD, KQST and KVNA AM-FM pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

FULL-TIME EMPLOYMENT POSITIONS FILLED:

Yavapai Broadcasting Corp. had two full-time positions open during this reporting period: Both are staff announcer-production assistant openings in Cottonwood.

1. Staff Announcer-Production assistant in Cottonwood

Typical Recruitment Sources:

Source of Recruitment	Interviewees Referred Cottonwood Position
1. Yavapai Broadcasting on-air ads	2
2. Myradioplace.com	0
3. Arizona Broadcasters Assn Website	1
4. All Access.com	9
5. LinkedIn.com	1
6. Indeed.com	11
7. NACOG	0
8. Other .com Job sites	0
9. Employee Referral	0

- | | | |
|------------|----------------|----------|
| 10. | Walk In | 0 |
| 11. | Other | 0 |

Position filled from 24 applicants.

2. Staff Announcer-Production Assistant in Cottonwood

Typical Recruitment Sources:

Source of Recruitment	Interviewees Referred Cottonwood Position
1. Yavapai Broadcasting on-air ads	2
2. Myradioplac.com	0
3. Arizona Broadcasters Assn Website	1
4. All Access.com	9
5. Linked In.com	1
6. Indeed.com	11
7. NACOG	0
8. Other .com Job Sites	0
9. Employee Referral	0
10. Walk In	0
11. Other	0

Timing of this hire was the same as our first opening for a staff announcer-production assistant. Applicants that were qualified from the first series of recruitment advertising ads were considered for this position. Second staff announcer-production assistant was hired from those original 24 applicants.

Yavapai Broadcasting Corp. remains committed to expanding its recruitment sources to allow for greater input from local and viable community, minority and female sources.

FULL-TIME EMPLOYMENT POSITIONS RECRUITMENT ADS:

Full time staff announcer/production assistant position was advertised 5/16 – 5/30/22. At the time the EEO report was submitted for 2022 the advertising had just finished but no candidates were interviewed and the positions were still available. Interviews were conducted the first part of June 2022, and the positions were filled on June 27, 2022 and on August 8, 2022.

OUTREACH INITIATIVES:

Job and Career Fairs:

Event: Cliff Castle Casino Hotel Job Fair in Camp Verde
Date: June 7, 2022
Description: Cliff Castle Casino and City of Camp Verde in workshop and career fair.
Employee Participating: Jackie Bessler, Financial Manager/HR Director

Event: Prescott Valley Job Fair in Prescott Valley
Date: Sept. 8, 2022
Description: Prescott Valley Chamber of Commerce in workshop and career fair
Employee Participating: Jackie Bessler, Financial Manager/HR Director

Event: Chino Valley Job and Career Fair
Date: Feb. 17, 2023
Description: Yavapai College and the Chino Valley Chamber of Commerce in workshop and career fair
Employee Participating: Jackie Bessler, Financial Manager/HR Director

Event: Prescott Job and Career Fair
Date: March 22, 2023
Description: Yavapai College, Yavapai Broadcasting and the Prescott Chamber of Commerce in workshop and career fair.
Employee Participating: Jackie Bessler, Financial Manager/HR Director

Internship Program:

Date: Ongoing
Program: On the job internship for students interested in broadcasting.
Description: Provided intern positions from students from the following schools: Northern Arizona University, Yavapai College and Mingus Union High School. Station personnel instruct interns on career opportunities, duties, and expectations. During this reporting period the program was available but no interns were utilized.

Career Orientation:

Program: Broadcast Career Open House
Date: (On going every two months)
Description: Hosted High School students interested in broadcasting in conjunction with Mingus Union High School. Station personnel discussed job responsibilities and required education for employment as well as demonstrating broadcast related activities.
Employee Participating: Mike Puetz, General Manager and staff members