

## EEO Public File Report

### 2023 EEO PUBLIC FILE REPORT

Stannard Broadcasting Co., Inc. / West Central Broadcasting Co.

For Radio Stations KVVP-FM, KUMX-FM, KROK-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Subsection (c)(6) of the FCC’s EEO rule set forth in 47 CFR Section 73.2080 (the “FCC’s EEO Rule”). This Report has been prepared on behalf of the Station Employment Unit (“SEU”) that is comprised of the following stations (the “Stations”):

KVVP (FM) Leesville, Louisiana -- FIN: 62277

KUMX (FM) North Fort Polk, Louisiana -- FIN: 57668

KROK (FM) South Fort Polk, Louisiana -- FIN: 77184

Stannard Broadcasting Company, Inc. (“Stannard”) is the licensee of KVVP (FM). Stannard also operates and staffs KUMX (FM) and KROK (FM) pursuant to a time management agreement with West Central Broadcasting Co., Inc., which is the licensee of those two stations.

The information contained in this Report covers the time period beginning on February 1, 2023 and ending on January 31, 2024 (the “Reporting 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 SEU during the Reporting Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting 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 Subsection (c)(2) of the FCC’s EEO Rule during the Reporting Period.

Sections I, II and III which follow provide that required information. A number listed in Section II under the column entitled “Number of Interviewees Referred by RS over 12-month period” refers to the full-time job listed by that number in Section 1.

For purposes of this Report, a vacancy was deemed “filled” when the hiree accepted the job offer, rather than when the offer was extended.

Stannard at all times has been, is and will continue to be an Equal Employment Opportunity Employer. Stannard is committed to broad and inclusive outreach for the hiring of all employees, affording equal opportunity to all qualified persons and refraining from unlawful discrimination, including that based upon race, color, national origin, gender and religion. As required by the FCC's EEO Rule, the Stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken by them are described in Section III.

#### Section I: Vacancy Information

Full-time Positions filled during the Reporting Period by Job Title, Recruitment Source ("RS") of Hiree

Position: On-Air/Production

Recruitment Sources: 3, 5, 6, 8

Position: Salesperson

Recruitment Sources: 3, 5, 6, 8

Section II: Master Recruitment Source List ("MRSL") Recruitment Source (by Name, Address, Telephone Number, Contact Person); Total Number of Interviewees each Source has provided during the Reporting Period (if any); and Full-Time Positions for which each Source was Utilized during the Reporting Period:

RS Number: 1

Fort Polk Public Affairs Office, Broadcast Branch

Building 411, 7073 Radio Road,

Fort Polk, LA 71459

Chuck Cannon

337-531-4630

RS Number: 2

Vernon and Beauregard Career Solutions Center

1100 South 3rd Street, Suite A

Leesville, LA 71446

337-238-4179

RS Number: 3

Louisiana Association of Broadcasters Job Bank

<http://www.broadcasters.org/index.php/careers>

RS Number: 4

Leesville Leader

206 East Texas St.

P.O. Box 619

Leesville, LA 71496

337-462-0616

<https://marketplace.theleesvilleleader.com/adhunter/leesville>

RS Number: 5

Greater Vernon Chamber of Commerce

PO Box 1228

Leesville, LA 71496

Logan Morris

337-238-0349

RS Number: 6

Greater Beauregard Chamber of Commerce

111 North Washington Street, DeRidder, LA 70634

Lisa Adams

337-463-5533

RS Number: 7

Louisiana Workforce Commission website listing of available positions

[www.louisianaworks.net](http://www.louisianaworks.net)

RS Number: 8

KROK/KUMX/KVVP

Radio Ads/Online Promotion

<http://www.westcentralsbest.com>

Derek Spears

Station Group Manager

337-537-5887

### Section III: Recruitment Initiatives

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the SEU during the Reporting Period listed by Type of Recruitment Initiative along with Brief Description of Activity:

Provided Training to Management Level Personnel to Ensure Equal Employment Opportunity and Prevent Discrimination:

Provided management-level personnel on an on-going basis with current information from various industry periodicals about the FCC's EEO regulations, its rulings under those regulations and hiring practices recommended to ensure equal employment opportunities and prevent discrimination.