

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:

5/23/2018 to 5/22/2019

1) Employment Unit: * Reno Media Group, LP
 ** Americom Limited Partnership
 [Reno Media Group, LP and Americom Limited Partnership are affiliated entities. All Stations reported on this form are co-located and share at least one employee.]

2) Unit Members (Stations and Communities of License):

* KODS-FM	Carnelian Bay, CA
** KBZZ-AM	Reno, NV
** KLCA-FM/HD1	Tahoe City, CA
** KLCA-HD2	Tahoe City, CA
** KLCA-HD3	Tahoe City, CA
** KLCA-HD4	Tahoe City, CA
** KOLC-FM	Carson City, NV
** KRNO-FM	Incline Village, NV
** KZTQ-AM	Sparks, NV

3) EEO Contact Information for Unit Members:

Mailing Address: 961 Matley Lane, Suite 120 Reno, NV 89502	Telephone #: (775) 829-1964 <hr/> Contact Person: Tracy White <hr/> E-mail Address: tracy@renomediagroup.com
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4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
Account Executive	On-Air Commercial
Sales Assistant	In House Job Posting
On-Air Personality	Alice Open Seat For A Day Auditions
Account Executive	LinkedIn.com
Broadcast Traffic Manager	On-Air Commercial
Account Executive	LinkedIn.com
Director of Events and Promotions	LinkedIn.com
Account Executive	LinkedIn.com

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Telephone or website	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services Workforce Program	Kelly Kibarra	900 E. Long Street	Carson City	89706	283-7579		YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510	335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	355-0600		NO
Job Opportunities in Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
LDS Employment Resource Service	Jean Casse, Coordinator	580 Reactor Way #3	Reno	89502			NO
LinkedIn.com (LinkedIn Corporation)					www.linkedin.com		NO
Monster.com					www.monster.com	1	NO
NAACP - Reno/Sparks	Actually came from a posting for a GSM but not qualified so interviewed for A/E						NO
Northern Nevada Restitution Center (re-entry program)	Patricia Gallimore, Branch President	P.O. Box 7757	Reno	89510	322-2992		NO
Reno City Hall	Lt. Brian Ward	2595 E. 2nd Street	Reno	89502	688-1154		NO
Sierra Nevada College	Human Resource Dept.	490 S. Center Room 102	Reno	89501	334-2222		NO
Sierra Nevada Job Corps Center	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	14175 Mt. Charleston St.	Reno	89506	789-1017		YES
University of Nevada, Reno - Student Employment	Handshake	4001 S. Virginia Street, #H	Reno	89502	284-9636		NO
University of Nevada, Reno Reynolds School of Journalism	DID NOT NOTIFY OF A/E OPENINGS - RMG WAS INFORMED BY THE SCHOOL OF JOURNALISM THAT THE A/E POSITION IS NOT THE RIGHT FIT FOR THEM	app.ljhandshake.com/jobs	Reno	89557	682-6119		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Telephone or website	# of Interviews Referred	Did Source Request Notification Pursuant to Prong 2?
Carson City Health & Human Services Workforce Program	Kelly Kibarra	900 E. Long Street	Carson City	89706	283-7579		YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510	335-3136		NO
Indeed.com					www.indeed.com	12	NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	355-0600		NO
Job Opportunities In Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
LDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502			NO
NAAACP - Reno/Sparks	Patricia Gallimore, Branch President	P.O. Box 7757	Reno	89510	322-2992		NO
Northern Nevada Resitution Center (re-entry program)	Lt. Brian Ward	2595 E. 2nd Street	Reno	89502	688-1154		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	334-2222		NO
Renohelp/Wanted.com (Regionalhelp/Wanted.com)	Dale Mulder	PO Box 319	Mt. Zion, IL	62549	www.renohelpwanted.com		NO
Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
Sierra Nevada Job Corps Center	Gloria (NV Job Central/Silver State Works)	14175 Mt. Charleston St.	Reno	89506	789-1017		YES
State of NV Dept. of Employment Security/Job Connect		4001 S. Virginia Street, #H	Reno	89502	284-9636		NO
Truckee Meadows Community College	Sidney Sullivan						NO
University of Nevada, Reno - Student Employment	Handshake	app.joinhandshake.com/jobs	Reno	89557	682-6119	1	NO
University of Nevada, Reno Reynolds School of Journalism	Barbara Trainor, Dean's Office	Mail Stop 310	Reno	89557	784-6536		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	4	NO
Industry Referral						1	NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Address	City	ZipCode	Telephone or website	# of Interviewees Referred	Did Source Request Notification Pursuant to Prong 2?
Allaccess.com (All Access Music Group)	Pete Jones	28955 Pacific Coast HWY #210-5	Malibu, CA	90265	www.allaccess.com	3	NO
Carson City Health & Human Services Workforce Program	Kelly Kibarra	900 E. Long Street	Carson City	89706	283-7579		YES
Community Services of Northern Nevada	Karen Cosman, HR Dept.	P.O. Box 10167	Reno	89510	335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	355-0600		NO
Job Opportunities In Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
LDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502	322-2992		NO
NAACP - Reno/Sparks	Patricia Gallimore, Branch President	P.O. Box 7757	Reno	89510	688-1154		NO
Northern Nevada Restitution Center (re-entry program)	Lt. Brian Ward	2595 E. 2nd Street	Reno	89501	334-2222		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Incline Village	89451	831-1314		NO
Sierra Nevada College	Elizabeth Tibbodeau	999 Tahoe Blvd	Reno	89506	789-1017		YES
Sierra Nevada Job Corps Center	Gloria (NV Job Central/Silver State Works)	1417.5 Mt. Charleston St.	Reno	89502	284-9636		NO
State of NV Dept. of Employment Security/Job Connect	Barbara Trainor, Dean's Office	4001 S. Virginia Street, #H	Reno	89502	784-4912		NO
University of Nevada, Reno Reynolds School of Journalism	Dean's Office	Mail Stop 310	Reno	89557	784-6536		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
Alice Open Seat for a Day Auditions	Bill Schuz, RMG/ALP	961 Malley Lane, Suite 120	Reno	89502	829-1964 x269	4	NO
In House Job Posting	Bill Schuz, RMG/ALP	961 Malley Lane, Suite 120	Reno	89502	829-1964 x269		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Malley Lane, Suite 120	Reno	89502	829-1964 x203		NO

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Carson City Health & Human Services Workforce Program	Kelly Kibarra	900 E. Long Street	Carson City	89706	283-7579		YES
Community Services of Northern Nevada	Karen Cosnan, HR Dept.	P.O. Box 10167	Reno	89510	335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	355-0600		NO
Job Opportunities In Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
LDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502		1	NO
LinkedIn.com (LinkedIn Corporation)					www.linkedin.com		NO
MediaRecruiter.com (Birschbach Recruitment Network)					www.mediarecruiter.com		NO
NAACP - Reno/Sparks	Patricia Gallimore, Branch President	P.O. Box 7757	Reno	89510	322-2992		NO
Northern Nevada Reutilition Center (re-entry program)	LT. Brian Ward	2595 E. 2nd Street	Reno	89502	688-1154		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	334-2222		NO
Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
Sierra Nevada Job Corps Center		14175 Mt. Charleston St.	Reno	89506	789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	4001 S. Virginia Street, #H	Reno	89502	284-9636		NO
University of Nevada, Reno - Student Employment	Handshake	app.ljhandshake.com/ljbs	Reno	89557	682-6119		NO
University of Nevada, Reno Reynolds School of Journalism	DID NOT NOTIFY OF A/E OPENINGS - RMG WAS INFORMED BY THE SCHOOL OF JOURNALISM THAT THE A/E POSITION IS NOT THE RIGHT FIT FOR THEM						NO
University of Nevada, Reno School of Business	Dean's Office	Mall Stop 024	Reno	89557	784-4912		NO
ZipRecruiter.com (ZipRecruiter, Inc.)					www.ziprecruiter.com	1	NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO

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Community Services of Northern Nevada	Karen Cosnan, HR Dept.	P.O. Box 10167	Reno	89510	335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept.	P.O. Box 7440	Reno	89510	355-0600		NO
Job Opportunities In Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
IDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502			NO
NAACP - Reno/Sparks	Patricia Gallimore, Branch President	P.O. Box 7757	Reno	89510	322-2992		NO
Nevada Broadcasters Association		www.nevadabroadcasters.org/careers/post-job					NO
Northern Nevada Restitution Center (re-entry program)	Lt. Brian Ward	2595 E. 2nd Street	Reno	89502	688-1154		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	334-2222		NO
RenoHelpWanted.com (RegionalHelpWanted.com)	Dale Mulder	PO Box 319	Mt. Zion, IL	62549	www.renohelpwanted.com		NO
Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
Sierra Nevada Job Corps Center	Job Board	14175 Mt. Charleston St.	Reno	89506	789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	4001 S. Virginia Street, #H	Reno	89502	284-9636		NO
Truckee Meadows Community College	Sidney Sullivan				674-7661		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
Industry Referral							NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO

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LDS Employment Resource Service	Jean Case, Coordinator	580 Reador Way #3	Reno	89502			NO
LinkedIn.com (LinkedIn Corporation)					www.linkedin.com	2	NO
NAACP - Reno/Sparks	Patricia Gallimore, Branch President	P. O. Box 7757	Reno	89510	322-2992		NO
Northern Nevada Resitution Center (re-entry program)	Lt. Brian Ward	2595 E. 2nd Street	Reno	89502	688-1154		NO
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Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
Sierra Nevada Job Corps Center		14175 Mt. Charleston St.	Reno	89506	789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	4001 S. Virginia Street, #H	Reno	89502	284-9636		NO
University of Nevada, Reno - Student Employment	Handshake	app.joinhandshake.com/jobs	Reno	89557	682-6119		NO
University of Nevada, Reno School of Journalism	DID NOT NOTIFY OF A/E OPENINGS - RMG WAS INFORMED BY THE SCHOOL OF JOURNALISM THAT THE A/E POSITION IS NOT THE RIGHT FIT FOR THEM						NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
ZipRecruiter.com (ZipRecruiter, Inc.)					www.ziprecruiter.com		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO
Walk In						1	NO
Industry Referral						1	NO

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Job Opportunities in Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
LDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502		8	NO
LinkedIn.com (LinkedIn Corporation)					www.linkedin.com		NO
NAACP - Reno/Sparks	Patricia Gallimore, Branch President	P. O. Box 7757	Reno	89510	322-2992		NO
Northern Nevada Restitution Center (re-entry program)	LT Brian Ward	2596 E. 2nd Street	Reno	89502	688-1154		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	334-2222		NO
Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
Sierra Nevada Job Corps Center		14175 Mt. Charleston St.	Reno	89506	789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	4001 S. Virginia Street, #H	Reno	89502	284-6636		NO
University of Nevada, Reno - Student Employment	Handshake	app.joinhandshake.com/jobs	Reno	89557	682-6119		NO
University of Nevada, Reno Reynolds School of Journalism	Barbara Trainor, Dean's Office	Mail Stop 310	Reno	89557	784-6536		NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
Industry Referral						3	NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO

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Community Services of Northern Nevada	Karen Cosman, HR Dept.	P. O. Box 10167	Reno	89510	335-3136		NO
Inter-Tribal Council of Nevada	Rita Stearns/HR Dept	P. O. Box 7440	Reno	89510	355-0600		NO
Job Opportunities in Nevada	Irene Tudor	1005 Terminal Way #202	Reno	89502	336-4450 x200		NO
LDS Employment Resource Service	Jean Case, Coordinator	580 Reactor Way #3	Reno	89502			NO
LinkedIn.com (LinkedIn Corporation)					www.linkedin.com	3	NO
NAACP - Reno/Sparks	Patricia Gallimore, Branch President	P. O. Box 7757	Reno	89510	322-2992		NO
Northern Nevada Restitution Center (re-entry program)	Lt. Brian Ward	2595 E. 2nd Street	Reno	89502	688-1154		NO
Reno City Hall	Human Resource Dept.	490 S. Center Room 102	Reno	89501	334-2222		NO
Sierra Nevada College	Elizabeth Thibodeau	999 Tahoe Blvd	Incline Village	89451	831-1314		NO
Sierra Nevada Job Corps Center		14175 Mt. Charleston St.	Reno	89506	789-1017		YES
State of NV Dept. of Employment Security/Job Connect	Gloria (NV Job Central/Silver State Works)	4001 S. Virginia Street, #H	Reno	89502	284-9636		NO
University of Nevada, Reno - Student Employment	Handshake		Reno	89557	682-6119		NO
University of Nevada, Reno Reynolds School of Journalism	DID NOT NOTIFY OF A/E OPENINGS - RMG WAS INFORMED BY THE SCHOOL OF JOURNALISM THAT THE A/E POSITION IS NOT THE RIGHT FIT FOR THEM	app.joinhandshake.com/jobs					NO
University of Nevada, Reno School of Business	Dean's Office	Mail Stop 024	Reno	89557	784-4912		NO
ZipRecruiter.com (ZipRecruiter, Inc.)					www.ziprecruiter.com		NO
In House Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203		NO
In House Website Job Posting	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO
Industry Referral	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO
Job Fairs 5/8/19	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	7	NO
On-Air Advertising	Tracy White, RMG/ALP	961 Matley Lane, Suite 120	Reno	89502	829-1964 x203	1	NO

6) **Total # of Interviewees Referred:** For the period from 5/23/2018 to 5/22/2019, this Employment Unit interviewed 66 interviewees for Full-Time job vacancies.

Reponses by source:

4 Alice Open Seat for a Day Auditions
3 AllAccess.com
12 Indeed.com
7 Industry Referrals
1 Internal Posting
7 Job Fair
14 LinkedIn
1 Monster.com
6 Radio
1 UNR - Handshake
1 Walk In
8 www.renomediagroup.com
1 ZipRecruiter.com

7) **Supplemental Recruitment Initiatives:**

(a) Initiative: JOB SHADOWING

Reno Media Group and its stations offer job shadowing opportunities to individuals in the community, youth organizations, Washoe County School District and local universities under the supervision of the Director of Operations/Reno Media Group at 961 Matley Lane, #120 in Reno. Individuals have the opportunity to follow an employee of Reno Media Group as they perform their duties, which allows the individual to observe and ask questions about a career in radio broadcasting. This can also be described as an in-depth "field trip". Individuals learn basics such as: hours of work, office etiquette, teamwork, interviewing and resume skills, as well as specific skills related to broadcasting. We had five individuals job shadow. One from Spanish Springs High School; One from University of Nevada, Reno who will also be interning during the summer of 2019; One from Veterans Affairs and two individuals from the Job Fair on 5/8/19. They came in to shadow a couple of days following the job fair (which one was hired after a second interview).

(b) Initiative: INTERNSHIP PROGRAM

Reno Media Group and its stations located at 961 Matley Lane #120, Reno, NV 89502, work with Washoe County School District, University of Nevada, Reno School of Journalism, Career Center, Truckee Meadows Community College and local organizations such as CityLift Special Services to conduct an internship program. The Business Manager and Director of Operations are the administrators of the internship program. They coordinate with the other station managers and sales managers to work closely with each intern to teach them all aspects of radio broadcasting which includes programming, promotions, production, sales and office clerical. They also report to each educational organization on the intern's progress and make sure they have all the information needed to earn their course credits. We have developed a procedural manual for our internship program to make all departments consistent. We advertise for internships through on-air promotion, websites, universities and job fairs. We had one intern from AACT High School, Reno from Oct 2018- Dec 2018. The focus of this internship was on digital production.

(c) Initiative: PARTICIPATION IN JOB BANKS AND INTERNET PROGRAM - RENOHELPWANTED.COM

Reno Media Group's stations have a relationship with RenoHelpWanted.com which is an internet job bank service for businesses interested in recruiting from within the community and for individuals interested in applying for job openings within the community. RegionalHelpWanted.com is the parent company and we have had a relationship with them since June 2000. We run weekly schedules on all nine radio stations and have a link to their website on each of our individual station websites. We also use RenoHelpWanted.com as a recruitment source. RenoHelpWanted.com has a resume bank available for us to search for qualified applicants. They also offer on-line career fair tools and promotions.

(d) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES

Reno Media Group's station, KLCA, opened it's airwaves to local talent interested in a career in radio broadcasting. The promotion, Alice Open Seat for a Day, ran from May, 2018 to August, 2018. This promotion offered them an opportunity to audition to be a part of the KLCA morning show and learn how the day to day operations work on a live radio show. They interacted on the air with the morning show team, including bringing their own content into the show. One individual was hired from this promotion.

(e) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES

Reno Media Group participated in the annual Boys and Girls Club Community Day located in Carson City on 4/8/19 which was attended by students and families of Carson City. On-Air Personality, J Biggs, was onsite to meet and greet, as well as answer questions about the radio industry and hand out prizes.

(f) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES

Reno Media Group participated in the Boys and Girls Club Youth of the Year in the state capital, Carson City, on 2/13/19. Director of Programming, Bill Schulz was one of the judges for the competition.

(g) Initiative: PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY

Reno Media Group's Director of Operations, Bill Schulz, conducted a tour for approximately 25 children representing Sparks City Parks and Recreation on July 30, 2018. During the tour the students were instructed on production and operational procedures and were interviewed on air during one of the morning shows. They finished with a Q&A session.

(h) Initiative: PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

All Reno Media Group stations promoted the Fit for Perfect Attendance event throughout the 2017/2018 school year and Director of Operations, Bill Schulz, hosted the event on 6/23/18. This event is put on by a local Honda dealership awarding a new car to a student with perfect attendance. Students wanting to enter into the drawing must have perfect attendance throughout the school year, must graduate and have no disciplinary actions.

(i) Initiative: PARTICIPATED IN JOB FAIR

Reno Media Group participated in the Tahoe Works Basin-Wide Virtual Job Fair online @ <https://tahoejobfair.easyvirtualfair.com> on 5/8/19-5/9/19. The open positions offered were for Account Executives, a General Sales Manager, P/T IT/Broadcast Engineering, and P/T Programming positions.

(j) Initiative: HOSTING OF JOB FAIR

Reno Media Group hosted a Open House for Sales Positions at 961 Matley Lane, Suite #120, Reno, NV on 5/8/19 from 4:00pm-6:00pm. The Open House was advertised via all websites, on-air commercials, Facebook blasts sent out on KBZZ-AM, KLCA-FM/HD1, KLCA-HD2, KLCA-HD3, KLCA-HD4, KODS-FM, KOLC-FM, KRNO-FM, and KZTQ-AM pages. The positions advertised focused on F/T sales & marketing, P/T programming/board ops, P/T IT, and internships.