

**KCTZ (FM) – San Lucas, CA  
EEO Public File Report  
August 1, 2021 – July 31, 2022**

**I. VACANCY LIST**

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources (“RS”) used to fill vacancy	RS that referred hiree
KCTZ has fewer than 5 full time employees and is therefore exempt from the requirements of the FCC’s EEO Rules.		

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	National Association of Broadcasters – Career Center 1771 N Street, NW Washington, DC 20036 202.429.4199 (Fax)	Y	0
2	California Broadcasters Association 915 “L” Street #1150 Sacramento, CA 95814 www.yourcba.com	Y	0
3	California Employment Development Department www.caljobs.ca.gov	Y	0
4	Hartnell College – Career Services 411 Central Avenue Salinas, CA 93901 863.759.6007	Y	0
5	National Alliance of State Broadcasters Association – Job Board – careerpage.org	Y	0
6	Walk-In applicants/Internal Referrals	Y	0

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	KCTZ has fewer than 5 full time employees and is therefore exempt from the recruitment initiatives requirements of the FCC's EEO Rules.	
2		
3		
4		