

Full time vacancies during this period: 2 (plus 1 part time hire from recruitment)

| <u>Job Title</u>    | <u>Date Filled</u> |
|---------------------|--------------------|
| Sales Associate     | March 1, 2023      |
| IT/Network Engineer | March 31, 2023     |

**Recruitment/referral sources used to seek candidates for each vacancy**

Job Title: Sales Associate (1 position filled March 1, 2023)

| <u>Source</u>                    | <u>Contact</u>     | <u>Address</u>   | <u>Phone</u> | <u>Hired?</u> |
|----------------------------------|--------------------|--|--------------|---------------|
| Craigslist.com                   | Website            | <a href="http://www.craigslist.com">www.craigslist.com</a>   | none         | N             |
| Prescott Chamber of Commerce     | Website            | <a href="http://www.prescott.org">www.prescott.org</a><br>117 W Goodwin St<br>Prescott 86301         | 928 445-2000 | N             |
| Arizona Broadcasters Asc         | Barbeth Pinkney    | <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a><br>555 N Central<br>Phoenix 85004 | 602 989-9007 | N             |
| Yavapai College                  |                    | <a href="http://www.yc.edu">www.yc.edu</a><br>1100 E Sheldon<br>Prescott 86301                       |              | N             |
| KYCA Website                     |                    | <a href="http://www.kyca.info">www.kyca.info</a>   |              | N             |
| KAHM Website                     |                    | <a href="http://www.kahm.info">www.kahm.info</a>   |              | N             |
| Chino Valley Job Fair            | Katherine Anderson | Feb 17, 2023   | 928 776-2008 | N             |
| Recruitment by station personnel |                    |  |              | Y             |

Job Title: IT/Network Engineer (1 FT and 1 PT position filled March 31, 2023)

| <b>Source</b>                | <b>Contact</b>     | <b>Address</b>   | <b>Phone</b> | <b>Hired?</b>  |
|------------------------------|--------------------|--|--------------|----------------|
| Craigslist.com               | Website            | <a href="http://www.craigslist.com">www.craigslist.com</a>   | none         | Y – Both hires |
| Prescott Chamber of Commerce | Website            | <a href="http://www.prescott.org">www.prescott.org</a><br>117 W Goodwin<br>Prescott 86301                | 928 445-2000 | N              |
| Arizona Broadcasters Asc     | Barbeth Pinkney    | <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a><br>555 N Central Ave<br>Phoenix 85004 | 602 989-9007 | N              |
| Yavapai College              |                    | <a href="http://www.yc.edu">www.yc.edu</a><br>1100 E Sheldon<br>Prescott 86301                           |              | N              |
| KYCA Website                 |                    | <a href="http://www.kyca.info">www.kyca.info</a>   |              | N              |
| KAHM Website                 |                    | <a href="http://www.kahm.info">www.kahm.info</a>   |              | N              |
| Chino Valley Job Fair        | Katherine Anderson | Feb 17, 2023   | 928 776-2008 | N              |
| Prescott Job Fair            | Katherine Anderson | Mar 22, 2023   | 928 776-2008 | N              |

**Total number of people interviewed for full time vacancies: 5**

Number of interviewees for all full time vacancies filled during the past year by sources

| <b>Source</b>                     | <b># of referrals</b> |
|-----------------------------------|-----------------------|
| Craigslist                        | 2                     |
| Prescott Job Fair Mar 22, 2023    | 1                     |
| Arizona Broadcasters Association  | 0                     |
| Yavapai College                   | 0                     |
| KYCA Website                      | 0                     |
| KAHM Website                      | 0                     |
| Recruitment by station management | 1                     |
| Chino Valley Job Fair             | 1                     |

None of the recruitment sources asked to be contacted in the event of full-time employment opportunities.

OUTREACH ACTIVITY ATTACHMENT TO YEARLY PUBLIC FILE REPORT  
JUNE, 2022 – MAY, 2023

TOTAL FULL-TIME EMPLOYEES AS OF MAY, 2023: 9

In the year stated above, Prescott Broadcasting, LLC (Owner, KYCA Radio; Operator, KAHM Radio) performed several outreach activities.

The General Sales Manager and Vice-President of Prescott Broadcasting, LLC, Janice Derks, continued her long-time program of training the sales personnel at both stations in order to both heighten their skills as salespeople as well as preparing them for potential promotion within the sales organization to sales manager and possibly beyond. The training program consisted of all salespeople meeting with Mrs. Derks at least a few times a week, if not every day. Each meeting consisted of critiques of sales calls, along with role playing exercises and other training for the salespeople.

The station is currently employing a local high school student as a paid intern in the hopes of furthering the student's education in Information Technology as it relates to radio station operation. The student has worked part-time during the 2022-23 school year on an intermittent basis and will continue to work in our internship program during the summer 2023 to continue his radio and IT education before his senior year in high school.

General Manager and President of Prescott Broadcasting, LLC, Mr. Jason Zinzilieta attended three job fairs during the time stated above and conducted job recruitment and interviews. These job fairs were:

Prescott Valley Job Fair – September 8, 2022

Chino Valley Job Fair – February 17, 2023

Prescott Job Fair – March 22, 2023

The General Manager and President of Prescott Broadcasting, LLC, Mr. Jason Zinzilieta, attended the National Association of Broadcasters convention on April 15-17, 2023 to meet with other owners and managers during the Small And Medium Market Radio Summit to discuss recruitment and employment strategies for radio stations and to learn new practices and techniques for recruiting new employees at all levels of the organization.