

Annual EEO Public File Report Form
MonsterMedia, LLC
KLJZ-FM & KCYK-AM

June 1, 2022 – May 31, 2023

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KLJZ-FM & KCYK-AM, and has been placed in the public inspection files of these stations and posted on the appropriate websites.

The information contained in the Report covers the time period beginning June 1, 2022 to and including May 31, 2023 (the “Application Period”).

The FCC’s 2002 EEO Rules require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable 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 Section 73.2080(c)(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

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KLJZ 93.1 FM & KCYK 1400-AM
Yuma, AZ 85364
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JOB TITLE	NAME OF PERSON HIRED	NUMBER OF PERSONS INTERVIEWED	DATE FILLED	RECRUITMENT SOURCES OF HIRE
Business Manager	Heather Sudlow	5	5/2/23	Facebook

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List of Recruitment Sources

City of Somerton
City Manager
P. O. Box 638
Somerton, AZ 85350
928-722-7330

AWC Career & Advisement Services
P.O. Box 929
Yuma, AZ 85366-0929
928-344-7604

Dave Riek, GM
KAWC
P.O. Box 929
Yuma, AZ 85366-0929
928-344-7691

Arizona @ Work
3834 West 16th St
Yuma, AZ 85364
928-329-0990 ext: 1112

John Hein
The Sun Classified
2055 Arizona Avenue
Yuma, AZ 85364
928-783-3333

Chicanos por la Causa
P.O. Box 2837
Somerton, AZ 85350
928-627-2042

Goodwill of Central Arizona
Career Center
3097 South 8th Ave
Yuma, AZ 85364
928-343-7600

Vanessa Cota
PPEP Inc
PO Box 2089
San Luis, AZ 85349
928-627-8050

HandShake
<https://app.joinhandshake.com/login>
Applications for:
Northern Arizona University
Arizona State University
Arizona Western College

American Institute of Technology
440 South 54th Ave
Phoenix, AZ 85043
602-233-2222

Brookland College
2445 W Dunlap Road
Phoenix, AZ 85021-5820
602-242-6265
623-849-8208

KLJZ & KCYK
Radio Stations
949 S. Avenue B
Yuma, AZ 85364
www.monstermediayuma.com
928-782-4321

Employee Referral

Monster.com
Facebook.com
Twitter.com
Indeed.com
Ziprecruiter.com

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Job Fairs:

In accordance with section 334(b) of the Communications Act of 1934 and Section 73.2080(f)(2) of the FCC's Rules, each television station that is part of an employment unit of five or more full-time employees and each radio station that is part of an employment unit of 11 or more full-time employees is subject to a review of its Equal Employment Opportunity (EEO) practices four years following the most recent renewal of the station's license.

As of January 1, 2022 MonsterMedia, LLC employed four full-time employees. The most current MonsterMedia, LLC (MML) License Renewal was approved September 21, 2021 and the previous EEO Public File Reports are available on the MML website and the FCC Public File portal.

MonsterMedia, LLC is working in collaboration with the Yuma Union High School District (YUHSD) to develop a video to add to their virtual Job and Education Fair that will be accessible to all high school students in the district throughout the school year and as a requirement for students at target times in their school career.

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Educational Outreach:

MonsterMedia is working with STEDY (Southwest Technical Educational District Yuma) and provides educational outreach for the STEDY students working in various media fields (graphic arts, coding, IT).

MonsterMedia works with YUHSD and the Helios Foundation and they recognize 2 students from each of the district high school campuses to receive a \$60,000 scholarship. Each year, two of the students are selected to come down to the radio station and share their experience as a Ready Now recipient. They share their educational path thus far and where they hope the scholarship opportunity will take them in the future.

Theresa Straub is part of the Yuma Union High School District Career and Technical Education Advisory Council for the Local Advisory Council for the Music & Audio Production program. Her experience in this field and active participation on the council contributes significantly to their effort to offer the best Career and Technical Education program possible and helps them achieve their goal of ensuring that every student is college, career and community prepared.

Station Tours for Elementary Students

MonsterMedia hosted 6th grade students from Woodard Jr. High School on: Wednesday September 14th one group would come at 9:30-10:30 a second group would come right around 10:45-11:45

Thursday September 15th one group would come at 9:30-10:30 a second group would come right around 10:45-11:45

The Students observed the last 30 minutes of The Today In Yuma Show. They got a behind the scenes look on how to manage the guests as well as the controls of the show engineer as well the line of questioning with the guests. Students received a tour of the studio and explanation of how radio transmission works. How we receive the programming via satellite. They also watched and participated in the process of commercial production and News production.

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Training Programs:

Training programs are designed to enable station personnel to acquire skills that have the potential for advancement within the organization.

Marketing Assistants at our radio stations are trained in commercial production for clients as well as station promos, liners and imaging segments. This training helps the individual to develop a professional ear for quality sound (whether it be a commercial or on-air programming).

Marketing Assistants are trained to prioritize their production based on client: approvals, needs, and actual air dates.

They are trained to utilize the Adobe Audition System, as well as the DadPro on air systems. Marketing Assistants also train with the Traffic Department on entering advertising time orders.

Operations Manager/Traffic Manager is trained to enter Traffic and Client orders in the RadioTraffic system as well as meeting the needs of industry standards as systems migrate with updated OSI.

Marketing Assistant and Operations Manager continue to train on website development and knowledge integration with the current platform and continuously work on the website making improvements and daily updates.

Account Executives utilize programs provided by the Arizona Broadcast Associates as well as other local programs for Media Sellers. Webinars and online training platforms used during this reporting period are:

- 05/06/22 – ABA – Summer Plans and Progress
- 06/06/22 – ABA – Actions Steps Required, Futureproof AZ radio
- 07/01/22 – ABA – Cyber Security
- 10/10/22 – Radio Traffic Training - Invoicing
- 12/15/22 – All staff trained on new Text Request texting platform

Business Manager is regularly training on QuickBooks modules and has attended several webinar trainings as a means to develop best practices for the stations.

- 12/08/22 – Training – WK 1099 Training for QuickBooks Online
- 10/20/22 – QuickBooks Tutorial – How to use data level permissions QuickBooks Desktop Enterprise
- 10/20/22 – How to install Intuit Data Protect

- 02/08/23 – E-Verify Web Services Overview

On-Air Announcements:

Both radio stations, also keep the local community informed with local breaking news and events with its on-air announcements.