

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

June 1, 2020 – May 31, 2021

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, 2020 to and including May 31, 2021 (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.

**EEO Public File Report
KLJZ 93.1 FM & KCYK 1400-AM
Yuma, AZ 85364
June 1, 2020 – May 31, 2021**

| JOB TITLE | NAME OF PERSON HIRED | NUMBER OF PERSONS INTERVIEWED | DATE FILLED | RECRUITMENT SOURCES OF HIRE |
|-----------|-------------------------|----------------------------------|----------------|--------------------------------|
|-----------|-------------------------|----------------------------------|----------------|--------------------------------|

There were no new hires for full time positions during this reporting period.

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KLJZ 93.1-FM & KCYK 1400-AM
Yuma, Arizona 85364
June 1, 2020 – May 31, 2021

List of Recruitment Sources

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

Donna Lay
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

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

Getzemany Garcia
The Sun Classified
2055 Arizona Avenue
Yuma, AZ 85364
928-783-3333

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

Goodwill of Central Arizona
San Juana Macias
3097 South 8th Ave
Yuma, AZ 85364
928-343-7629

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

Marisela Alvarado
PPEP Inc
PO Box 2089
San Luis, AZ 85349
928-627-8050

American Broadcasting School
4511 Southeast 29th Street
Oklahoma City, OK 73115
405-672-6511

American Broadcasting School
Michelle McConnell
712 North Watson Road Suite 200
Arlington, TX 76011
817-695-2474

American Graduate School
Thunderbird Campus
15249 North 59th Ave
Glendale, AZ 85306
602-978-7244

American Institute of Technology
Attn: Jim Larwood
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

Grace Wehrle
Arizona DES
3780 S 4th Ave, Ste. C1
Yuma, AZ 85364
928-247-8760

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

Employee Referral

MonsterMedia, LLC
Db: Z93 93.1 KLJZ-FM & Outlaw Country 1400 KCYK-AM
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Job Fairs:

Due to the COVID-19 pandemic most job fairs and related events were cancelled; therefore MonsterMedia, LLC was unable to attend.

MonsterMedia, LLC
DbA: Z93 93.1 KLJZ-FM & Outlaw Country 1400 KCYK-AM
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Educational Outreach:

Due to the COVID-19 pandemic access to opportunities for educational outreach were not available.

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Db: 293 93.1 KLJZ-FM & Outlaw Country 1400 KCYK-AM
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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 DeltaFlex 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:

- 6/10/20 - ZipWhip 7 ways to ramp up business texting as Covid-19 recedes.
- 7/8/20 - Yuma Chamber of Commerce – Covid effect, water rights fight, UofA local growing & Academy Mortgage.
- 7/27/20 - Raising the Bar – Radio coping with Covid
- 7/24/20 - Edison Research – Share of the Ear Study; listeners starting their audio day later during the Covid pandemic
- 7/28/20 - RAB – Radio vs. work status
- 7/28/20 - RAB – Time Spent Listening
- 8/10/20 - All Access – Radio serves in the public “interest, convenience and necessity.”
- 8/10/20 - All Access – Twelve Easy Ways to Support Local Business.
- 8/10/20 - All About Arizona News – Hiring – Business recruitment.
- 8/17/20 - Research Director – Build revenue with multiple political windows

- 8/25/20 - All Access – Network radio research council recommends network/national buys
- 8/25/20 - All Access – Local radio use of Rankers #'s increase.
- 8/28/20 - All Access – YouGotta.vote campaign
- 8/26/20 - CRS360 – The workplace ain't what it used to be.
- 04/22/21 - ZipWhip – 7 ways texting can boost business as Covid-19 subsides.

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

- 12/14/20 – Training – 2020 Forms 1099-MISC and 1099-NEC: Latest Forms Rules and Reporting Regulations
- 2/16/21 – QuickBooks Tutorial – Invoices vs. Sales receipts – Which to use when
- 4/29/21 – HAS Webinar – HSAs for the Long Term: Unpacking Devenir's latest HAS trends.

On-Air Announcements:

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