

**ILIAD MEDIA GROUP HOLDINGS INC.**

**ANNUAL EEO PUBLIC FILE REPORT**

(June 1, 2022 – May 31, 2023)

The purpose of this EEO Public File Report (the “Report”) is to comply with Section 73.2080 (C) (6) of the FCC’s 2002 EEO Rule. The Report is required to be placed in the public inspection files of the stations and on the station’s websites (if applicable). Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations and: KSRV-FM, KSRV-HD2, KKO0-AM, KQBL-FM, KQBL HD2, KQBL HD3, KWYD-FM, & KZMG-FM.

The information contained in the EEO Public File Report covers the period from June 1, 2022, to May 31, 2023. The FCC’s 2002 EEO Rule Requires that this EEO Public File 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, telephone number, fax number and email address (if applicable).
3. The recruitment source that referred the hire 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.

Sections 1, 2 and 3 provide the required information. Please note that the numbers listed on Section 2 under the column entitled “Full-Time Positions for which this Source Was Utilized” refer to the number of full-time job positions listed on Section 1. As required by Section 73.2080 of the Commission’s Rules, the station has participated in recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

“Report” covers only the period from 12/20/22-05/31/23 as Iliad Media Group Holdings Inc. became the licensee of the stations on 12/20/22.

**The unit had zero full-time recruitment for the period 12/20/22-05/31/23.**

# **OUTREACH INITIATIVES UNDERTAKEN PURSUANT TO SECTION 73.2080(c)(2)**

## OUTREACH INITIATIVES

**#1**

**Activity:** **Workplace Harassment and Bullying: Managing Threats to a Respectful Work Culture**

**Date of Activity:** 05/16/23

**Employees:** Management personnel

**Host:** Iliad Media Group Holdings Inc. and Ataraxis PEO

**Brief Description:** Management received comprehensive training regarding the prevention of harassment and discrimination in the workplace.

## OUTREACH INITIATIVES

**#2**

**Activity:** Workplace Harassment (US Employee – 40 minute)

**Date of Activity:** 04/13/23-04/28/23

**Employees:** All employees

**Host:** Ataraxis PEO – Mineral

**Brief Description:** Employees received online training regarding the prevention of harassment and discrimination in the workplace.

## OUTREACH INITIATIVES

#3

**Activity:**                    **Training program to help employees qualify for higher positions**

**Brief Description:** Iliad Media Group Holdings Inc. provides training programs to the Programming/Promotions, Marketing, Administrative, Engineering, and Sales Department to support the professional growth of our employees. Many of the trainees have been promoted to management or will be incredibly competitive when a position becomes available. We hope to have the problem of having too many skilled employees. The program contains paid subscriptions available to all employees.

## OUTREACH INITIATIVES

**#4**

**Activity:** **Training provided to help employees qualify for higher positions**

**Date of Activity:** 03/15/23 – 04/24/23

**Brief Description:** Each member of the Marketing Department successfully received certification in "HubSpot Marketing Software," a 4.5-hour training course to use and successfully run a marketing campaign from the HubSpot Marketing Hub platform.

## OUTREACH INITIATIVES

#5

**Activity:** Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

**Date of Activity:** 04/17/23

**Host:** KZMG- FM Morning Show hosts Joey and Lauren Jenkins

**Brief Description:** Joey and Lauren visited Christine Donnell School of the Arts for career day and shared what working in radio is like. They went to one of the classrooms and answered questions about working in radio and helped encourage young kids to find a career they love. They brought a radio studio microphone and headphones to show off and station stickers to give away to each student.

## OUTREACH INITIATIVES

#6

**Activity:**                    **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

**Date of Activity:**    05/17/23

**Host:**                        KWYD-FM On-Air Host and Program Director Isaiah Twitty

**Brief Description:**    Isaiah Twitty attended Syringa Middle School Career Day. Isaiah did four thirty minutes presentations where he talked/demonstrated the following about Radio:

- Education level/requirements.
- He shared stories of his career in Radio and how he got his current position.
- Demonstrations of on-air breaks.
- Definition of radio equipment and terminology.
- Pros of being in Radio as a job.
- Description of jobs/roles in radio broadcasting.



## OUTREACH INITIATIVES

#7

**Activity:** Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

**Date of Activity:** Ongoing

**Brief Description:** Quarterly Facebook posts on each individual station Facebook page and Company's Facebook page to inform organizations who provide information regarding opening positions that they can be added to Iliad Media Group Holdings Inc. job posting distribution list.

## OUTREACH INITIATIVES

#8

**Activity:** **Disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

**Date of Activity:** Ongoing

**Brief Description:** On-air and Promotional staff provides applications and information about the requirements to obtain a job in Radio at various Community Events. Often, job applications are available upon request.