

KCTZ (FM) – San Lucas, CA
EEO Public File Report
August 1, 2024 – July 31, 2025

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		