KFDI-FM, KFTI-AM, KFXJ-FM, KICT-FM, KYQQ-FM
EEO PUBLIC FILE REPORT
February 1, 2025 – January 31, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive/Marketing Strategy Lead	1-7	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	**Indeed** www.indeed.com	No	2
2	**ZipRecruiter** www.ziprecruiter.com/post-a-job	No	2
3	**LinkedIn** www.linkedin.com	No	0
4	**Handshake** 225 Bush St., 12th floor San Francisco, CA	No	0
5	**GlassDoor** www.glassdoor.com	No	1
6	**Employee Referral**	No	0
7	**SummitMedia Website** www.summitmediacorp.com	No	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	1 – Participate in Job Fair	On September 16, 2025, our SEU's Business Manager participated in the Friends University Business Fair designed for University students to learn more about open, part-time positions and internship opportunities available in the broadcasting industry. Our representative answered questions about careers in radio broadcasting as well as job openings within our company. Interested students were encouraged to submit applications and resumes via SummitMedia's talent bank and remain in contact to learn about future open positions. The Business Manager also took down a list of names for future open positions.
2	14 – Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On October 10, 2025, our SEU's Market President, Business Manager, and Promotions Manager reviewed the webinar and accompanying documentation provided by Broadcast 1 Source/Media Staffing Network and Wilkinson Barker Knauer LLP about the FCC's EEO requirements. The webinar and documents described how licensees can meet FCC obligations by engaging in wide dissemination of information about full-time job openings as well as outreach activities designed to educate the public about broadcast employment.
3	8 – Training Program	On October 14 & 30, 2025, and November 4 & 11, 2025, our General Manager attended a course presented by The Center for Sales Strategy about recruitment. This four-session course was designed to help attendees improve the recruitment and selection process and create best practices for developing and retaining qualified talent.