

## Equal Employment Opportunity Policy

*New Media Broadcasters, Inc. Radio Stations, KOJM-AM, KPQX-FM and KRYK-FM, are equal opportunity employers and, under the current owner, have followed a consistent practice of outreach to our community and work force regarding broadcast career and job opportunities. As of March 10, 2003, the effective date of the FCC's new EEO rules, NMB Radio Stations are continuing those EEO efforts. NMB Radio Stations are currently working together to update and expand their mailing lists of organizations wishing to receive notices of job openings. In addition, NMB Radio Stations are planning to continue their efforts to recruit widely for job openings by posting information about future opportunities with a variety of media and other organizations, including but not limited to the organizations that have requested to be on their expanded mailing list. Finally, NMB Radio Stations intend to engage in a variety of long-term recruitment initiatives to better educate the public about careers in broadcasting and better prepare interested students and others to enter or advance in such careers. The New Media Broadcasters, Inc. annual Equal Employment Opportunity report contains more detail about the progress of those efforts.*

### EEO Report for the period December 1, 2024 – November 30, 2025

| Job ID     | Title                                                   | Stations                      | Post Date  | Response<br>s | Resources | Candidates<br>Interviewed | Hire Date  |
|------------|---------------------------------------------------------|-------------------------------|------------|---------------|-----------|---------------------------|------------|
| NMB2024-02 | Sales & Marketing<br>Account Executive                  | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 5/31/2023  | 2             | 55        | 2                         | Still Open |
| NMB2024-04 | On-Air/Multimedia<br>Production, Sports<br>Play-by-Play | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 11/22/2024 | 4             | 55        | 4                         | 06/06/2025 |
| NMB2025-01 | Business/Office<br>Manager                              | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 04/01/2025 | 2             | 55        | 2                         | 10/13/2025 |
| NMB2025-02 | On-Air/Multimedia<br>Production, Sports<br>Play-by-Play | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 04/02/2025 | 12            | 55        | 12                        | 04/14/2025 |
| NMB2025-03 | Radio News Director<br>& Multimedia<br>Journalist       | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 06/07/2025 | 14            | 55        | 13                        | Still Open |
| NMB2025-04 | On-Air/Multimedia<br>Production, Sports<br>Play-by-Play | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 05/10/2025 | 11            | 55        | 11                        | 11/04/2025 |
| NMB2025-05 | On-Air/Multimedia<br>Production, Sports<br>Play-by-Play | KOJM-AM<br>KPQX-FM<br>KRYK-FM | 09/10/2025 | 7             | 55        | 7                         | Still Open |