



EEO Public File Report 2022-2023

Outside Waves Tahoe stations

June 2023

K24NS-D and K31KH-D are classified as Digital Low Power Stations.

Reporting period: June 1, 2022 - May 31, 2023

FULL-TIME POSITIONS

Job Vacancy	Recruitment Source	# Interviewed	# Hired
Studio Director	LinkedIn Recruiter		
	People of Color in Tech		
	Diversity jobs.com		
	Outside Inc. career site	3	1
	Indeed		
News Director	LinkedIn Recruiter		
	People of Color in Tech		
	Diversity jobs.com		
	Outside Inc. career site	3	1
	Indeed		

RECRUITING SOURCE LIST

Used for all vacancies

Source	Contact	URL	# Interviewees	Entitled to notification (Y/N)
LinkedIn Recruiter	Internet posting	linkedin.com		N
People of Color in Tech	Internet posting	https://peopleofcolorintech.com/		N
Diversity jobs.com	Internet posting	https://www.diversityjobs.com/		N
Outside Inc. career site	Internet posting	www.outsideinc.com/careers	6	N
Indeed	Internet posting	www.indeed.com		N
Cambers Outdoors	Internet posting	www.jobscambersoutside.org		N
Zip Recruiter	Internet posting	www.ziprecruiter.com		N

OUTREACH INITIATIVES

Date	Initiative	Description	Personnel Involved
June 2022 - May 2023	Professional development courses	The company provided a variety of professional training courses to all employees focused around communication skills, leadership development, and teamwork to support their development and readiness for advancement into more senior positions.	Several Tahoe station staff participated in the training, including the Station Manager.
June 2022 - May 2023	Manager training in DEI best practices	All managers in the company completed required training in inclusive recruiting, communication, leadership, and management practices.	The Station Manager participated in this training.
May 2023	Internship program for local high school students	Station-sponsored internship for one student to earn diploma credit	The Station Manager and New Director participated in this program.
June 2023	Internship program for local high school students	Station-sponsored internship for one student to earn diploma credit	The Station Manager and Inside Sales Manager participated in this program.