

# Federal Communications Commission

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**Account number: 903814**

**Description: EEO REPORT**

**Application Reference Number: 20130930ACK**

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Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396</b></p>	Approved by OMB 3060-0113 (March 2003)  FOR FCC USE ONLY
<p><b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b>                  (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. - 20130930ACK

**Section I**

Legal Name of the Licensee SOUTH SEAS BROADCASTING, INC.		
Mailing Address 9408 GRAND GATE STREET		
City LAS VEGAS	State or Country (if foreign address) NV	Zip Code 89143 - 1397
Telephone Number (include area code) 7028984669	E-Mail Address (if available) LARRYFUSS@COX.NET	
Facility ID Number 78508		Call Sign KKHJ-FM
<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

**Application Purpose**

New Program Report  
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

**Station List**

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KKHJ-FM	78508	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PAGO PAGO, AS	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WVUV-FM	164297	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	FAGAITUA, AS	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
K229BG	138194	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PAVAIAI, AS	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KKHJ-LP	128905	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	PAGO PAGO, AS	<input type="radio"/> Yes <input checked="" type="radio"/> No

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name LARRY G. FUSS		Street Address 9408 GRAND GATE STREET		
City LAS VEGAS	State NV	Zip Code 89143-1397	Telephone Number 7028984669	

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?  Yes  No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent LARRY FUSS
Title PRESIDENT	Telephone No. ( include area code) 7028984669
Date 9/28/2013	

**The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.**

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: SHANNON J. CUMMINGS	Title: VICE-PRESIDENT/GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<b>I. EEO PUBLIC FILE REPORT</b> Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
<b>II. NARRATIVE STATEMENT</b> Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the

matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Exhibit 2**

**Description:** EXHIBIT #2

REPORTS FOR THE YEARS ENDING 9/30/12 AND 9/30/13 ARE ATTACHED.

**Attachment 2**

Description
<a href="#">YEAR ENDING 09/30/12</a>
<a href="#">YEAR ENDING 09/30/13</a>

**Exhibit 3**

**Description:** EEO NARRATIVE

SEE EXHIBIT #2

**Attachment 3**

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KKHJ/WVUV public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning 10/01/2011 and ending on 9/30/2012, the period of operation by KKHJ/WVUV, the station filled the following full-time vacancies:

The station interviewed a total of 3 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
SAMOA NEWS	2
SBDC	0
93KHJ/V103	1
BPW	0
ROTARY	0
VOC REHAB	1
Employee Referral	0
ASCC	0
DWYA	0
Teen Challenge	3
Employee Referral	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

**ATTACHMENT A**  
**EEO INFORMATION FOR FULL-TIME**  
**VACANCIES**

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

**Job Title of Vacancy:** \_\_\_\_\_ Admin. Assistant \_\_\_\_\_      **Recruitment Source That**  
**Referred the Hiree:** \_\_\_\_\_ Samoa News \_\_\_\_\_

**Date Vacancy Opened:** \_\_\_\_\_ 10/15/2011 \_\_\_\_\_      **Total Number of Persons**  
**Interviewed for the**  
**Vacancy:** \_\_\_\_\_ 3 \_\_\_\_\_

**Date Vacancy Filled:** \_\_\_\_\_ 11/1/2011 \_\_\_\_\_

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
SAMOA NEWS	PO BOX 909	TERRY AUVA'A	684-633-5599	2	NO
SMALL BUSINESS DEVELOPMENT CENTER	PO BOX 2609	HERB THWEAT	684-699-4830		NO
93KHJ/V103 WEB SITES & RADIO / TV	PO BOX 6758	JOEY CUMMINGS	684-633-7793	1	NO
BPW- BUSINESS PROFESSIONAL WOMEN	PO BOX 6274	MERRILEE MAY	684-699-5489		NO
ROTARY CLUB	PO BOX 1328	JOHN RAYNAR	684-258-0693		NO
VOC REHAB	PO BOX 4561	PETE POUMELE	684-699-1372		NO
ASCC	ASCC ADMIN OFFICE	PENNI MORRIS-UTU	684-699-9155		NO
DYWA	UTULEI- EOB	ROY AUSAGE	684-633-2835		NO
TEEN CHALLENGE	OTTOVILLE	VICKIE HALECK	684-699-5534		NO
EMPLOYEE REFERENCE					NO



## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy:     PRODUCTION MANAGER     Recruitment Source That Referred the Hiree:     TEEN CHALLENGE    

Date Vacancy Opened:     12/1/2011     Total Number of Persons Interviewed for the Vacancy:     1    

Date Vacancy Filled:     12/1/2011    

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
SAMOA NEWS	PO BOX 909	TERRY AUVA'A	684-633-5599		NO
SMALL BUSINESS DEVELOPMENT CENTER	PO BOX 2609	HERB THWEAT	684-699-4830		NO
93KHJ/V103 WEB SITES & RADIO / TV	PO BOX 6758	JOEY CUMMINGS	684-633-7793		NO
BPW- BUSINESS PROFESSIONAL WOMEN	PO BOX 6274	MERRILEE MAY	684-699-5489		NO
ROTARY CLUB	PO BOX 1328	JOHN RAYNAR	684-258-0693		NO
VOC REHAB	PO BOX 4561	PETE POUMELE	684-699-1372		NO
ASCC	ASCC ADMIN OFFICE	PENNI MORRIS-UTU	684-699-9155		NO
DYWA	UTULEI- EOB	ROY AUSAGE	684-633-2835		NO
TEEN CHALLENGE	OTTOVILLE	VICKIE HALECK	684-699-5534	3	NO
EMPLOYEE REFERENCE					NO

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy:   ONLINE MARKETING SPECIALIST   Recruitment Source That  
 Referred the Hiree:   EMPLOYEE REF  

Date Vacancy Opened:   1/1/2012   Total Number of Persons  
 Interviewed for the  
 Vacancy:   1  

Date Vacancy Filled:   1/15/2011  

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
SAMOA NEWS	PO BOX 909	TERRY AUVA'A	684-633-5599		NO
SMALL BUSINESS DEVELOPMENT CENTER	PO BOX 2609	HERB THWEAT	684-699-4830		NO
93KHJ/V103 WEB SITES & RADIO / TV	PO BOX 6758	JOEY CUMMINGS	684-633-7793		NO
BPW- BUSINESS PROFESSIONAL WOMEN	PO BOX 6274	MERRILEE MAY	684-699-5489		NO
ROTARY CLUB	PO BOX 1328	JOHN RAYNAR	684-258-0693		NO
VOC REHAB	PO BOX 4561	PETE POUMELE	684-699-1372		NO
ASCC	ASCC ADMIN OFFICE	PENNI MORRIS-UTU	684-699-9155		NO
DYWA	UTULEI- EOB	ROY AUSAGE	684-633-2835		NO
TEEN CHALLENGE	OTTOVILLE	VICKIE HALECK	684-699-5534		NO
EMPLOYEE REFERENCE				1	NO

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station KKHJ/WVUV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
11	JOB FAIR	ASCC JOB FAIR 6-11 GRADFEST 6-11
4	SCHOOL CAREER DAY	TAFUNA, LEONE, SAMOANA & FAGAI'TUA 2011
5	INTERNSHIP PROGRAM	NELDA IERAMIAH

\* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KKHJ/WVUV public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning 10/01/2012 and ending on 9/30/2013, the period of operation by KKHJ/WVUV, the station filled the following full-time vacancies:

The station interviewed a total of 0 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
SAMOA NEWS	0
SBDC	0
93KHJ/V103	0
BPW	0
ROTARY	0
VOC REHAB	0
Employee Referral	0
ASCC	0
DWYA	0
Teen Challenge	0
Employee Referral	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

**ATTACHMENT A**  
**EEO INFORMATION FOR FULL-TIME**  
**VACANCIES**

## FULL-TIME VACANCY EEO INFORMATION

[Fill out for each full-time vacancy]

Job Title of Vacancy: \_\_\_\_\_

Recruitment Source That Referred the Hiree: \_\_\_\_\_

Date Vacancy Opened: \_\_\_\_\_

Total Number of Persons Interviewed for the Vacancy: \_\_\_\_\_

Date Vacancy Filled: \_\_\_\_\_

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
SAMOA NEWS	PO BOX 909	TERRY AUVA'A	684-633-5599		NO
SMALL BUSINESS DEVELOPMENT CENTER	PO BOX 2609	HERB THWEAT	684-699-4830		NO
93KHJ/V103 WEB SITES & RADIO / TV	PO BOX 6758	JOEY CUMMINGS	684-633-7793		NO
BPW- BUSINESS PROFESSIONAL WOMEN	PO BOX 6274	MERRILEE MAY	684-699-5489		NO
ROTARY CLUB	PO BOX 1328	JOHN RAYNAR	684-258-0693		NO
VOC REHAB	PO BOX 4561	PETE POUMELE	684-699-1372		NO
ASCC	ASCC ADMIN OFFICE	PENNI MORRIS-UTU	684-699-9155		NO
DYWA	UTULEI- EOB	ROY AUSAGE	684-633-2835		NO
TEEN CHALLENGE	OTTOVILLE	VICKIE HALECK	684-699-5534		NO
EMPLOYEE REFERENCE					NO

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**



## MENU OPTION ACTIVITIES

Station KKHJ/WVUV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
11	JOB FAIR	ASCC JOB FAIR 6-12 GRADFEST 6-12
4	SCHOOL CAREER DAY	TAFUNA, LEONE, SAMOANA & FAGAI'TUA 2012
5	INTERNSHIP PROGRAM	DEVIN PRUCHNICKI, MANUTUALEATUA ULI
6	ADDRESS TO BROADCASTING STUDENTS AT ST. CLOUD UNIVERSITY, RE: EMPLOYMENT OPPORTUNITIES IN BCSTG	SSB PRESIDENT LARRY FUSS PARTICIPATED IN AN IMPROMPTU SESSION WITH 23 STUDENTS FROM ST. CLOUD UNIVERSITY (4/7/13 AT NAB CONVENTION)

\* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities

that would enable them to better refer job candidates for broadcast positions;

16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.