

(DRAFT COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0030517593** | File Number: | Submit Date: **07/16/2021** | Call Sign: **KRSH** | Facility ID: **16257** | City: **HEALDSBURG** | State: **CA**
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Saved** | Status Date: **07/13/2021** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	B.C. Radio LLC EEO Program Report
Attachments	Are attachments (other than associated schedules) being filed with this application?	No

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
B.C. Radio LLC Doing Business As: B.C. Radio LLC	Ravi Potharlanka 3565 Standish Avenue Santa Rosa, CA 95407 United States	+1 (707) 588-0707	ravi@winecountryradio.net	Company

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Jonathan Cohen Wilkinson Barker Knauer LLP	1800 M Street, NW Suite 800N Washington, DC 20036 United States	+1 (202) 383-3416	joncohen@wbklaw.com	Legal Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
79003	KNOB	HEALDSBURG	CA	Yes
72925	KXTS	GEYSERVILLE	CA	No
16257	KRSH	HEALDSBURG	CA	No
43711	KSXY	FORESTVILLE	CA	No

Program Report Questions

Section	Question	Response
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)?	No

Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No
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Additional Program Report Questions

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	Title
Andre de Channes	Operations Manager

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	07/15/2021
Certified Title	Managing Member
Authorized Party Name	Ravi Potharlanka

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
2019-2020 B.C. Radio EEO Reporting Period Exhibit.pdf	Applicant	EEO Public File Report	2019-2020 B.C. Radio EEO Reporting Exhibit	Done with Virus Scan and/or Conversion
2021 B.C. Radio EEO Public File Report.pdf	Applicant	EEO Public File Report	2021 B.C. Radio EEO Public File Report	Done with Virus Scan and/or Conversion
B.C. Radio LLC EEO Narrative Statement.pdf	Applicant	Narrative Statement	B.C. Radio LLC EEO Narrative Statement	Done with Virus Scan and/or Conversion

EEO Narrative Statement

B.C. Radio LLC (“Licensee”) is committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion.

Licensee has developed a list of recruitment sources to widely disseminate information regarding the station’s job openings to the community. Licensee also reviews its list of outreach sources periodically to see if the source information should be updated, expanded, or modified. Licensee has engaged in several non-vacancy-specific “recruitment initiatives” to promote broadcasting employment generally, such as internship programs, sponsorship of job fairs, and educating students on radio station operations and the broadcasting industry. For details, please see the EEO Public File Reports attached.

B.C. Radio LLC 2019-2020 EEO Reporting Period

B.C. Radio LLC has been the licensee of KRSH, KSXY, and KXTS and engaged in a time brokerage agreement with KNOB since April 30, 2021 (*see* LMS File No. 0000135316 granted April 13, 2021, consummated on April 30, 2021). Accordingly, B.C. Radio LLC was not responsible for the stations' EEO compliance during the 2019-2020 reporting period.

KNOB, KRSH, KSXY, KXTS
EEO PUBLIC FILE REPORT
May 1, 2021 - July 31, 2021

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	1, 3-6	5
General Manager	2	2

**KNOB, KRSH, KSXY, KXTS
EEO PUBLIC FILE REPORT**

May 1, 2021 - July 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
2	Exigent Circumstances	N	1
3	KSXY/KRSH/KNOB/KXTS 3565 Standish Ave Santa Rosa, California 95407 Phone : 707-588-0707 Debbie Morton Manual Posting	N	0
4	Non-Employee Referral	N	1
5	On Air Recruitment Ad	N	3
6	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

KNOB, KRSH, KSXY, KXTS
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	An ongoing internship program has been established and provides on-site, hands-on learning.	5	
2	Ongoing Event	Participation in events or programs sponsored by educational institutions	Dray Lopez worked with a high school student from Nueva on multiple visits to complete a project about what it takes to run a radio station, music selection, promotions, scheduling, commercials, FCC Regulations, Mediabase, Production, etc.	1	
3	7/17/2021	Co Sponsoring Job Fair	Radio station sponsor of La Luz job fair. Promoted event on-air and on social media on 3 radio stations.	2	