

KRSH, KSXY, KXTS*
B.C. Radio LLC
EEO PUBLIC FILE REPORT
August 1, 2023 - August 1, 2024
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
Program Director, On-Air talent, Operations Manager	Exigent Circumstances	1
Receptionist	2-4	3

KRSH, KSXY, KXTS
EEO PUBLIC FILE REPORT
August 1, 2023 - August 1, 2024

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	Consultant Referral	N	1
2	Indeed.com 177 Broad St Sixth Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Url : http://www.indeed.com Job Board Manual Posting	N	0
3	Sonoma County Job Link 2227 Capricorn Way #100 Santa Rosa, California 95407 Phone : 707-565-5550 Job Board Manual Posting	N	1
4	Sonoma State University (Handshake) 1801 East Cotati Ave Rohnert Park, California 94928 Phone : 707-664-2198 Url : http://www.joinhandshake.com Career Center Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

KRSH, KSXY, KXTS
EEO PUBLIC FILE REPORT
August 1, 2023 - August 1, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/17/2023	Participation in events sponsored by organizations representing the community	Hosted a mixer for the Santa Rosa Metro Chamber	3	General Manager Promotions Director Integrated Marketing Specialist
2	Ongoing Event	Establishment of training programs for station personnel	Participation in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Activated JobLink training classes, Powerpoint, Excel and Word (Microsoft Suite) certification (completed all three). Weekly training meetings with management, including GM, based upon RAB guidelines for Radio.	1	Receptionist
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	Internship for student at Sonoma State University	1	Promotions Director
4	6/12/2024	Establishment of training programs for station personnel	Attendance at Radio Ink Hispanic Music Conference seminars such as: Promoting a Strong and Diverse Radio Industry Through Public Policy and Industry Engagement, Hispanic Radio Executive Leadership Roundtable, Current Cyber Threats and How to Protect Your Organization, Audio Listening Trends Through the Lens of the Latino Audience.	1	General Manager
5	7/18/2024	Participation in events sponsored by organizations representing the community	Hosted a mixer for the Young Professionals Network	5	General Manager Promotions Director Promotions Director Integrated Marketing Specialist