

KNOB, KRSH, KSXY, KXTS
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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, 5-7, 9-18	3
Account Executive	1-3, 5-7, 9-18	3
Account Executive	6-7	7
Promotions Coordinator	4	4

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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	All Access Music Group P. O. Box 6587 Malibu, California 90264 Phone : 310-457-6616 Url : http://www.allaccess.com Job Listings Manual Posting	N	0
2	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
3	Corporate Recruiter	N	2
4	Exigent Circumstances	N	1
5	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-308-7300 Url : http://www.facebook.com Job Listing Manual Posting	N	0
6	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
7	KSXY/KRSH/KNOB/KXTS 3565 Standish Ave Santa Rosa, California 95407 Phone : 707-588-0707 Debbie Morton Manual Posting	N	1
8	Non-Employee Referral	N	1
9	On Air Recruitment Ad	N	3

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10	Radio Ink 331 SE Mizner Blvd. Boca Raton, Florida 33432 Phone : 561-655-8778 Url : https://radioink.com/ Job Board Manual Posting	N	0
11	RAMP 25876 The Old Road #254 Valencia, California 91381 Phone : 661-294-9408 Url : https://ramp247.com/ Kevin Carter Manual Posting	N	0
12	Santa Rosa Junior College 1501 Mendocino Avenue Santa Rosa, California 95401 Phone : 707-527-4329 Url : https://careerhub.santarosa.edu/job-board Career Hub Manual Posting	N	0
13	Sonoma County Help Wanted 1085 Route 55 Unit 14 Lagrangeville, New York 12540 Phone : 800-365-8630 Url : https://regionalphelpwanted.com/sonoma-county-jobs/ Job Board Manual Posting	N	0
14	Sonoma County Hispanic Chamber of Commerce 3033 Cleveland Ave # 306 Santa Rosa, California 95403 Phone : 707-575-3648 Url : https://sonomahispanicchamber.org/ Alma Magallon Manual Posting	N	0
15	Sonoma County Job Link 2227 Capricorn Way #100 Santa Rosa, California 95407 Phone : 707-565-5550 Job Board Manual Posting	N	0

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16	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
17	The Press Democrat 427 Mendocino Ave Santa Rosa, California 95401 Phone : 707-526-8553 Url : http://www.pressdemocrat.com Sandy Morales Manual Posting	N	0
18	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:			8

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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	9/2/2021-present.	Establishment of an intern program designed to assist members of the community	Zoom internship program for student at Sonoma State University.	1	Promotions Director
2	4/22/2022	Participation in events with educational institutions relating to careers in broadcasting	On site tour of the radio stations with question and answer to college student looking to pursue a career in radio	1	Integrated Marketing Specialist
3	5/24/2022	Participation in job fairs	Participation in Roseland Job fair	1	Integrated Marketing Specialist
4	6/22/2022	Establishment of training program 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	Program Director
5	7/30/2022	Participation in job fairs	Participation at the Small Business Hardship Fund expo and job fair	1	Integrated Marketing Specialist