

**Equal Employment Opportunity
Compliance Data: August 2004 – July 2005**

Pursuant to section 73.2080(c)(6)(i-iii)

Job Vacancies filled, by job title (i), sources used to fill the vacancies (ii) – contact information listed later, recruitment source from which interviewee was hired (indicated by italics and **) (iii)

Full Time Vacancy

Traffic Manager - filled September, 2004

Recruitment Sources (for address see attached listings)

Santa Rosa Press Democrat
KRCB Website
*KRCB Internal Referrals***
San Francisco Chronicle
Santa Rosa JC Online Job listings
Craig's List
PBS Website
Volunteer Center, Sonoma County
American Women in Radio & TV
www.gaywork.com
NPR Website

Full Time Vacancy

Volunteer Coordinator - filled May, 2005

Recruitment Sources (for address see attached listings)

Santa Rosa Press Democrat
KRCB Website
KRCB Internal Referrals
Media Alliance

Volunteer Center, Sonoma County
NPR Website
American Women in Radio & TV
*Foundation Center of San Francisco ***
www.gaywork.com

Full Time Vacancy

Accounting Assistant - filled June, 2005

Recruitment Sources (for address see attached listings)

*Santa Rosa Press Democrat ***
KRCB Website
KRCB Internal Referrals
Volunteer Center, Sonoma County
American Women in Radio & TV
www.gaywork.com
Tvjobs.com
NPR Website

Full Time Vacancy

Business Manager - filled July, 2005

Recruitment Sources (for address see attached listings)

Santa Rosa Press Democrat **

KRCB Website

KRCB Internal Referrals

Volunteer Center of Sonoma County

NPR

American Women in Radio and TV

gaywork.com

Media Alliance

Contact Information for Recruitment Sources

Recruitment Source	Address/ Contact Person Telephone / Website
Goodwill Industries of the Redwood Empire Community Partner	651 Yolanda Avenue Santa Rosa, CA 95404 707-523-0550 (x 281) Peggy Parlee pparlee@gire.org www.gire.org
American Red Cross So. Co. Chapter Community Partner	5297 Aero Drive Santa Rosa, CA 95403 707-577-7600 fax - 707-543-8523 Sally Parks sparks@sonomacounty.redcross.org www.sonomacounty.redcross.org
KRCB website	5850 Labath Avenue Rohnert Park, CA 94928 707-585-8522 Shafiq Spanos krcbjobs+@krcb.org www.krcb.org/inside/jobs.html
Santa Rosa Press Democrat	427 Mendocino Avenue P.O. Box 569 Santa Rosa, CA 95402 707-526-8552 Marueen Levy mlevy@pressdemocrat.com www.pressdemocrat.com
Volunteer Center of Sonoma County	153 Stony Circle, Suite 100 Santa Rosa, CA 95401 707-573-3399 Darlene Tamayo www.volunteernow.org

Craigslist	1381 9th Avenue San Francisco, CA 94122 415-566-6394 Anette anette@craigslist.org questions@craigslist.org 415-566-6394 www.craigslist.com
National Public Radio (NPR)	635 Massachusetts Avenue, N.W. Washington, D.C. 20001 202-513-2731 Dana Gatewood dgatewood@npr.org stationjobs@npr.org
American Women in Radio and TV	8405 Greensboro Drive, Suite 800 McLean, VA 22102 703-506-3290 Michelle Delarosa mdelarosa@awrt.org www.awrt.org
gaywork.com	7336 Santa Monica Blvd., Ste. 6L Los Angeles, CA 90046 323-512-2922 info@gaywork.com www.gaywork.com
TVjobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 760-754-8177 800-374-0119 Mark Holloway admin@tvjobs.com www.tvjobs.com
Media Alliance	1904 Franklin Street, Suite 500 Oakland, CA 94612 510-832-9000 Kristina Rizga jobfile@media-alliance.org www.media-alliance.org
Bay Area Video Coalition (BAVC)	2727 Mariposa Street, 2nd Floor San Francisco, CA 94110 415-558-2152 415-861-3282 Rina Ayuyang - rina@bavc.org Krista Baur - krista@bavc.org jobpostings@bavc.org www.bavc.org
Robert C. Maynard Institute for Journalism Education	409 Thirteenth Street, 9th Floor Oakland, CA 94612 510-891-9202 Steven Chin schin@maynardije.org www.maynardije.org

National Diversity Newspaper Job Bank

Morris Communications
Corporate Human Resources
P.O. Box 936
Augusta, GA 30903
800-622-6358, ext. 3310
www.newsjobs.com

National Assoc. of Black Journalists

National Assoc. of Black Journalists
University of Maryland
8701-Adelphi Road
Adelphi, MD 20783
301-445-7100
nabj@nabj.org
www.nabj.org

Asian American Journalists Assoc.
(AAJA)

Asian Amer. Journalists Assoc.
1182 Market Street
San Francisco, CA 94102
415-346-2051
Albert Lee
AlbertL@aaja.org
post@aaja.org
www.aaja.org

National Assoc. of Hispanic Journalists
(NAHJ)

Nat. Assoc. of Hispanic Journalists
1000 National Press Building
Washington, D.C. 20045
202-662-7428
Janeth Guillen
jguillen@nahj.org
jobbank@nahj.org
www.nahj.org

California Broadcasters Association

California Broadcasters Association
915 L Street, Suite 1150
Sacramento, CA 95814
(916) 444-2237
Lillie Player
lplayer@cabroadcasters.org
www.cabroadcasters.org

Center for Volunteer and Non-profit
Leadership Marin

Center for Leadership Marin
555 Northgate Drive
San Rafael, CA 94903
(415) 479-5710
Rafael Rivero
rrivero@cvnf.org
www.centerforleadershipmarin.org

PRADO / DEI

Public Radio Assoc. of Development Officers

1645 Hennepin Avenue, Suite 312
Minneapolis, MN 55403
888-454-2314
612-677-1508 Fax
S. Johnson
sjohnson@deiworksitesite.org
www.deiworksitesite.org

Opportunity Knocks

50 Hurt Plaza, Suite 845
Atlanta, GA 30303
888-OKNOCKS
678-916-3070
404-521-0487
support@opportunityknocks.org

Pursuant to section 73.2080(c)(6)(iv)

Interviews for Traffic Manager - 9 Successful hires from internal referral – ex-volunteer.

Interviews for Volunteer Coordinator – 5

Successful hire from Foundation Center of San Francisco.

Interviews for Accounting Assistant – 5 Successful hire from Santa Rosa Press Democrat.

Interviews for Business Manager – 5 Successful hire from Santa Rosa Press Democrat.

Total number of interviews: 24

Total number of interviews from: not able to determine

Total number of hires from:

KRCB Internal Referrals – 1
Foundation Center of San Francisco – 1
Santa Rosa Press Democrat – 2
All others – 0

All responses to job postings are sent to an e-mail address, krcbjobs+@krcb.org, on our website. We ask that they use a particular subject line in the response that helps us identify the source. If they do this, or if the candidates mention it, we can determine where they saw the ad. If they do not mention it or if they do not use the requested response line, it is not possible for us to determine to which ad posting they are responding.

Pursuant to section 73.2080(c)(6)(v)

Initiative undertaken:

#1. Through KRCB's outreach and intern initiative that KRCB has placed at area colleges and universities has successfully attracted a wide range of interns and volunteers. These include:

- Santa Rosa Junior College
- Sonoma State University
- Dominican University
- San Francisco State University

In addition, KRCB deals with two programs, Experience Works and at AARP, that work on training and placing older workers who are in need of jobs and lack skills to be competitive in the job market. KRCB has, in fact, hired several part time workers through these programs.

The *Voice of Youth* radio program has been very successful in training high school students in preparing and producing radio programs. KRCB airs these programs weekly. A majority of the students involved in the program are minorities. At least half a dozen of the students have been hired by the station to work in this training program. KRCB holds regular and frequent outreach meetings at county high schools to recruit young people. High schools include:

- Airway High School
- Piner High School
- MacBride High School
- Roseland University Prep
- Elsie Allen High School
- Casa Grande High School
- Analy High School

#2 All management personnel have been schooled and counseled in methods which will ensure equal employment opportunity and prevent discrimination.

#3 KRCB lists each upper-level category opening with media trade groups whose membership includes substantial participation of women and minorities, e.g. American Women in Radio & TV, www.gaywork.com.

#4 KRCB participates in job fairs, intern fairs and classroom presentations with Sonoma State University as well as Santa Rosa Junior College. In addition, KRCB participates at specifically minority outreach fairs and activities. In the Fall, 2004, KRCB participated in a job fair at Sonoma State University. In 2005, KRCB had a booth at the Caesar Chavez Health Fair in March, and at the Cinco de Mayo Festival in May, as it has for several years now, displaying information about the station.

#5 KRCB regularly hosts tours for groups of young people, especially cub scouts. There have been 5 tours in this license year.