

Station KCBX(FM), San Luis Obispo, CA  
2025 EEO Public File Report

**August 1, 2024, through July 31, 2025**

**There was one full-time job hire in this reporting period.**

**News Director**

# of interviews: 3

Source of hire: LinkedIn

Date of hire: January 6, 2025

**Recruitment Sources used:**

LinkedIn: <https://www.linkedin.com/company/kcbxfm/> (3 interviewees)

KCBX Public Radio, FM 90 – Marisa Waddell

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California Polytechnic State University

Experience Industry Management Jobs Board: <https://calpolyeimjobs.blogspot.com>

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KCBX Website <http://www.kcbx.org>

KCBX Public Radio, FM90 – Chris McBride

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KCBX Facebook page <https://www.facebook.com/kcbxfm/>

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**EEO Longer Term Initiatives.**

The # of KCBX full-time employees is between 5 and 10, and KCBX is located in a market with a population of fewer than 250,000. KCBX is therefore required to complete two longer-term EEO initiatives over a 2-year period.

1. *Training for management level personnel on methods of ensuring equal opportunity and preventing discrimination.* Each year, KCBX's General Manager and/or Chief Financial Officer attends an annual program presented by an employment attorney and human resources consultant in San Luis Obispo. We attended three seminars conducted by attorneys from the Light Gabler firm:  
September 24, 2024 – Frank Lanzone, President/Gen. Mgr. attended.  
November 2024 by zoom, C.F.O. Patty Gabrisch attended.  
March 20, 2025 - C.F.O. Patty Gabrisch attended.
2. *Internship Program.* KCBX's Director of Programming & Content and KCBX's News Director manage an internship program that is designed to assist members of the community to acquire skills needed for employment in the area of news reporting and general programming. This past year, 1 community member and 8 California Polytechnic University students participated in our internship program.  
Interns during this period:  
June-September 2024 (Cal Poly) 1  
June-September 2024 (Cal Poly) 1  
Jan 2025 – June 2025 (Cal Poly) 2  
September 2024 – December 2024 (Cal Poly) 2  
Oct 2024 – Aug2025 (independent) 1  
Sebastien Tallet April 2025 – June 2025 (Cal Poly) 1  
June 2025 – August 2025 (Cal Poly) 1
3. *Career Fairs* at California Polytechnic University, San Luis Obispo, January 30, 2025 (all Majors) and April 17, 2025 (Journalism Majors). KCBX representatives handed out employment, intern and related materials.