August 1, 2018 through July 31, 2019

There was one full-time job hire in this reporting period for the position of

**Assistant General Manager**

9 Applicants

# of interviewees: 2

Source of hire: KCBX Website

Recruitment Sources used:

KCBX Website [http://www.kcbx.org](http://www.kcbx.org) (1 interviewee-Source of hire)
KCBX Public Radio, FM90 – Marisa Waddell
4100 Vachell Lane San Luis Obispo, CA 93401
805-549-8855

KCBX Facebook page [https://www.facebook.com/kcbxfm/](https://www.facebook.com/kcbxfm/) (1 interviewee)
KCBX Public Radio, FM 90 – Marisa Waddell
4100 Vachell Lane San Luis Obispo, CA 93401
805-549-8855

Corp for Public Broadcasting Jobline [https://www.cpb.org/jobline](https://www.cpb.org/jobline)
Corporation for Public Broadcasting
Attention: Job Line Coordinator
401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600
Jobline@cpb.org

The San Luis Obispo Tribune
Attention Classifieds
3825 S. Higuera Street
San Luis Obispo, CA 93401
805-781-7800

CareerBuilder.com extends our Tribune posting to a National level. [http://www.careerbuilder.com/](http://www.careerbuilder.com/)

Cal Poly Career Services
Soukita Thipsouvanh
thipsouv@calpoly.edu
California Polytechnic University
Career Services
San Luis Obispo, CA 93408
805-756-5915

Word of Mouth – Various professional colleagues

**EEO Longer Term Initiatives.**
KCBX currently employees 9 full-time employees, and 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 attends an annual program presented by an employment attorney and human resources consultant in San Luis Obispo. This seminar was conducted by attorneys Susan Waag and Jon Light on Thursday, November 15, 2018.

2. *Listing of upper-level job openings in jobs banks/newsletters with substantial women/minority participation.* KCBX lists upper-level job openings (when such openings occur), with various organizations that reach women and minorities.

3. KCBX manages an internship program that is designed to assist members of the community acquire skills needed for broadcast employment in the area of news reporting and general programming. This past year, 2 community members and 5 students participated in our internship program.

4. *Career Fair* at California Polytechnic University, San Luis Obispo, October 4, 2018 and February 7, 2019. Several news interns were recruited, and KCBX representatives handed out employment and related materials.