

Station KCBX(FM), San Luis Obispo, CA
2021 EEO Public File Report

August 1, 2020 through July 31, 2021

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

News Director

of interviews: 3

Source of hire: Corporation for Public Broadcasting Jobline

Recruitment Sources used:

National Association of Black Journalists
1100 Knight Hall
Suite 3101
College Park, MD 20742
(301) 405-0248 eric@journalismnext.com

National Association of Hispanic Journalists Career Center
PO Box 117
Windsor, CA 95492
(626) 792-3846 eric@nahjcareers.org

Native American Journalists Association <https://www.naja.com/>
NAJA - OU Gaylord College
395 W. Lindsey St.,
Norman, OK 73019
(918) 652-5612 rebeccalandsberry@naja.com

JournalismNext.com
Attn: Eric Wee, President
PO Box 8714
Alexandria, Virginia, 22306
(703) 629-0178 Eric@JournalismNext.com

AIR: Association of Independents in Radio
Attn: Job Line Coordinator
P.O. Box 220400
Boston, MA 02122
(617) 825-4400 ask@airmedia.org

National Federation of Community Broadcasters'
Attn: Job Line Coordinator
P.O. Box 806
Paonia, CO 81428
(970) 279-3411 membership@nfcfb.org

Public Media Journalism Association
Attn: Christine Paige Diers
P.O. Box 838
Sturgis, SD 57785
(605) 490-3033 christine@pmja.org

UC Berkeley School of Journalism
Attn: Betsy Rate
121 North Gate Hall #5860
University of California
Berkeley, California 94720-5860
(510) 642-3383 betsyrate@berkeley.edu

California Polytechnic University www.calpoly.edu (1 interviewee)
Attn: Patti Piburn
Journalism Department
San Luis Obispo CA 93407
(831) 277-4665 ppiburn@calpoly.edu

KCBX Website <http://www.kcbx.org>
KCBX Public Radio, FM90 – Marisa Waddell
4100 Vachell Lane San Luis Obispo, CA 93401
805-549-8855 mwaddell@kcbx.org

KCBX Facebook page https://www.facebook.com/kcbx_fm/
KCBX Public Radio, FM 90 – Marisa Waddell
4100 Vachell Lane San Luis Obispo, CA 93401
805-549-8855 mwaddell@kcbx.org

Corp for Public Broadcasting Jobline <https://www.cpb.org/jobline> (2 interviewees-Source of hire)
Corporation for Public Broadcasting
Attention: Job Line Coordinator
401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600 Jobline@cpb.org

Online News Association <https://journalists.org/>
Attn: Bill Brady, Strategic Partnerships Coordinator
1111 North Capitol Street NE 2nd Floor
Washington, DC 20002
(202) 210-0997 bill@journalists.org

EEO Longer Term Initiatives.

KCBX currently employs 8 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 and/or Assistant 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 from the Light Gabler firm on December 4, 2020.
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 (see recruitment sources above).
3. KCBX's Director of Programming & Content and 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, 6 community members and students participated in our internship program.
4. *Career Fair* at California Polytechnic University, San Luis Obispo, April 15, 2021. Several news interns were recruited, and KCBX staff members handed out employment and related materials. The news director or Director of Programming & Content followed up with potential candidates.