

January 1, 2013 – December 31, 2013 EEO Public File Report

The purpose of this EEO Public File Report (“This Report”) is to comply with Section 73.2080©(6) of the Federal Communication Commission’s EEO Rules.

This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KMYX-FM, Arvin, CA, and KBDS, Taft, CA (serving the Bakersfield, CA, market).

This report is required to be placed in the public inspection files of these stations and posted on their websites.

The Commission’s EEO Rules require that this Report contain the following additional information.

1. A list of all full-time vacancies filled by the Reporting Station during the Reporting Period; identified by job title.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the Commission’s EEO rules, which should be separately identified; identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies: and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the Commission’s Rules during the Reporting Period.

For the purposes of this Report, a vacancy was deemed “filled” not simply when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

This Report covers full-time vacancy recruitment data for period January 1, 2013 – December 31, 2013.

- 1) **Employment Unit Location/Name:** KMYX – Arvin and KBDS – Taft
- 2) **Unit Members (List all station call signs and communities of license):** KMYX – Arvin and KBDS – Taft
- 3) **EEO Contact Information for Employment Unit:**

| | |
|---|--|
| <p>Mailing Address</p> <p>Radio Campesina 6313 Schirra Court Bakersfield, CA 93313</p> | <p>Telephone Number: 661.837.0745</p> <p>Contact Person: Bill Barquin</p> <p>Email address: Bill.barquin@chavezfoundation.org</p> |
|---|--|

- 4) **List all full-time job vacancies filled by each station in the employment Unit: Promotions Assistant Job title recruitment source referring hiree - KMYX – Arvin and KBDS – Taft is an Equal Opportunity Employer.**

5) **Job Title: Promotions Assistant** **Referral Source(s): Bakersfield Californian, Craigs List, Penny Saver, Caljobs, Bakersfield College, CSUB** **Total Interviews: 9**

Internships and other recruiting announcements are sent to the following...

| Name of Organization Notified of Job Vacancy: | Contact Person: | Address: | Telephone Number: | Did Recruitment Source Request Notification? (Yes or No) |
|---|-----------------|--|-------------------|--|
| Bakersfield Californian | Nancy Luna | 1707 Eye Street Bakersfield, CA 93302 | 661-395-7444 | No |
| Craigs List | Website | 1381 9 th Ave. San Francisco, CA 94112 | N/A | No |
| Penny Saver | Website | 1300 Specialty Drive Vista, CA 92081 | 866-640-3900 | No |
| Caljobs | Website | 107384 Highway 395 Walker, CA 96107 | 530-495-1262 | No |
| Bakersfield College | Antonio Alfara | 1801 Panorama Drive Bakersfield, CA 93305 | 661-395-7444 | No |
| CSUB | Website | 9001 Stockdale Hwy. Bakersfield, CA 93311 | 661-654-2782 | No |

6) **Total # of Interviewees Referred by Each Source:** For the period from January 1, 2013 to December 31, 2013, this Employment Unit these interviewees were referred by the following sources:

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|-----------------------------|--|
| (1) Bakersfield Californian | 4 |
| (2) Craigs List | 3 |
| (3) Penny Saver | 0 |
| (4) Caljobs | 2 |
| (5) Bakersfield College | 0 |
| (6) CSUB | 0 |

7) Supplemental Recruitment Measures

(a) Job Fairs

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|---|---------------------------------|--|
| On April 10 th , 2013, HR attended the National Association of Broadcasters (NAB) Career Day at the Las Vegas Convention Center in Las Vegas, Nevada to recruit and obtain resumes for all Radio Campesina Stations. | April 10 th , 2013 | Sandra Meza (HR Administrator) Bill Barquin (Chief Operation Officer) Maria Barquin (Program Director) |
| On October 24th, 2013, HR attended the HIRE Job Fair, a public private partnership supported by Mayor Harvey's Halls office that brings together job seekers with disabilities and employers in Bakersfield, California to recruit and obtain resumes for current openings throughout Radio Campesina Stations. | October 24 th , 2013 | Gina Graber (HR Generalist) |
| On April 24th, 2013, HR attended Annual Bakersfield College Career Day in Bakersfield, California to recruit and obtain resumes for current opening throughout Radio Campesina Stations. | April 24th, 2013 | Sandra Meza (HR Administrator) |
| On September 17th, 2013, HR attended the National Association of Broadcasters (NAB) Radio Show Career Day in Orlando, Florida hoping to recruit and obtain resumes for all Radio Campesina Stations. | September 17th, 2013 | Sandra Meza (HR Administrator) |

(b) General Outreach Efforts

| Description of Supplement Recruitment Measure: | Date: | Personnel Involved: (Position) |
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(c) Participation in Events

| Description of Supplemental Recruitment Measure: | Date | Personnel Involved: (Position) |
|--|------|-----------------------------------|
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(d) Training Management Personnel

| Description of Supplemental Recruitment Measure: | Date | Personnel Involved: (Position) |
|--|------|-----------------------------------|
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EEO Narrative Statement KMYX – Arvin and KBDS – Taft

January 1, 2013 – December 31st, 2013

It is the policy of KMYX and KBDS to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, age, sex, marital status, disability, military status, citizenship, or any other legally protected status in accordance with applicable local, state, and federal law. KMYX and KBDS widely disseminates information on each of our vacancies to outlets which will reach a diverse audience of qualified individuals.

For each vacancy at KMYX and KBDS, a search committee composed of a mix of Station personnel at different levels of authority is convened to review applications and choose applicants to interview. Interviews are performed both in a group setting and individually. Once hired, evaluations focus on excellence in job performance, responsiveness to KMYX's goals and vision, and professional and skill development needs. KMYX and KBDS also provide career counseling and coaching to station staff.

We had four openings for full-time employment this year. KMYX and KBDS are currently administering four initiatives that address the EEO "prong 3" longer-term recruitment requirements.

Bill Barquin
Chief Operating Officer

Radio Campesina
6313 Schirra Court
Bakersfield, CA 93313