

**Station KCBX(FM), San Luis Obispo, CA**  
2020 EEO Public File Report

August 1, 2019 through July 31, 2020

**There were no full-time job hires in this reporting period.**

**EEO Longer Term Initiatives.**

KCBX currently employees 9 (1 position vacant) 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 Susan Waag and Jon Light on December 5, 2019.
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, 8 community members and students participated in our internship program. Two of them eventually became paid contributors.
4. *Career Fair* at California Polytechnic University, San Luis Obispo, February 6, 2020. Several news interns were recruited, and KCBX representatives handed out employment and related materials.