

KBRT Radio Inc. Annual EEO Report

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080 (c) (6) of the FCC's Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by KBRT.

Covering the period of August 1st, 2007 to July 31st, 2008.

Section 1: Vacancy Information

Full-Time Position	Date of Hire	Total # of Interviews from all Sources	Recruitment Sources Utilized
Account Executive	7/07/2008	8	A*, B, E, F, G, I, K, L, M, O, P, Q

**Recruitment source of hired*

Total number of interviews in applicable period: 8

Section 2: Recruitment Source Information

	Recruitment Sources:	Contact Name:	Telephone Number	Mailing or Electronic Mail Address	# of Interviewees from Source
A	Employee Referral	KBRT Staff	714.754.4450	3183 Airway Ave Ste D Costa Mesa CA, 92626	1
B	California Broadcaster's Association Website	Online Service	N/A	www.cabroadcasters.org	0
C	Employment Development Department	Online Service	N/A	www.caljobs.ca.gov	0
D	Orange County Register Website	Online Service	N/A	www.ocregisterclassifieds.com	0
E	Vanguard University	Rosanne Freilich	714.556.3610 ext #348	www.vanguard.edu/careercenter	0
F	Concordia University	Katie Fischer	949.854.8002 ext #1584	careerservices@cui.edu	0
G	www.kbrt740.com	Sarah Davis	714.754.4450	3183 Airway Ave. Ste. D Costa Mesa, CA 92626	0
H	Biola University	Career Services Staff	562.903.4875	Career.services@biola.edu	0
I	Crawford Broadcasting	All Stations	Various	Various	0

	Job Posting				
J	The Rock Church in Anaheim	Donna Chapman	714.754.4450	101 E Orangethorpe Ave Anaheim, CA 92801	0
K	Saddleback Church in Lake Forest	Elaine Quickle	949-609-8000	1 Saddleback Parkway Lake Forrest, CA 92630	0
L	Mariners Church	Donna Carney	949-854-7600	5001 Newport Coast Dr. Irvine, CA 92603	0
M	Rock Harbor Church in Costa Mesa	Online Service	N/A	www.rockharbor.com	0
N	Current Employee	Sarah Davis	714-754.4450	3183 Airway Ave Ste D Costa Mesa, CA 92626	0
O	KBRT Announcement	Sarah Davis	714.526.8233	3183 Airway Ave Ste D Costa Mesa, CA 92626	0
P	KBRT Job Fair	Sarah Davis	714.526.8233	3183 Airway Ave Ste D Costa Mesa, CA 92626	6
Q	Career Builder	Laura Scotti	215.628.3500	www.careerbuilder.com	1

Supplemental Recruitment Initiatives August 1st, 2007 to July 31st, 2008

Job Fair: The KBRT staff attended a Job Fair at Vanguard University on April 8th, 2008, along with 30 other companies representing a wide array of career opportunities to college students as well as the general public.

Anti Discrimination/Harassment Meeting was held October 10th, 2007. All full-time and part-time employees were required to attend. The Manager of the station reviewed the Employee Handbook, which covers policies and the Company's principles to follow rules and regulations, federal, state and local, which may deal with civil rights or discrimination in any form.

KBRT Job Fair: KBRT hosted our very own Job Fair on June 6th, 2008. Career opportunities and current openings were discussed with attendees. All of the KBRT staff participated in welcoming those who attended and interviews were conducted by the Station Manager.

KBRT Radio Inc. July 31st, 2008

KBRT AM 740 is a Christian Talk Radio format in Southern California.

In the past year KBRT has actively recruited for two positions. We have used several venues from online services to Job Fairs, as well as giving opportunity to entry level employees to advance within the company. We continue to grow a strong connection with a local university where we provide them with internship opportunity. We have fostered a strong connection with our community through a recent job fair, hosted by our radio station.

We have found that some of the online services such as Carrerbuilder.com assist us in requiting a wide variety of individuals qualified for positions that we are hiring for. After posting a job opening we received at least 50 resumes from this source which included men and women from varies ethnic backgrounds, job skills, and life experience. This resource proved valuable in acquiring a wide variety of candidates as well as qualified individuals that are looking for a career.

KBRT continues to allow our current employees the opportunity to advance in our company and learn aspects of radio that would allow them to advance in their current position. Management periodically meets with each employee to evaluate their current job descriptions and make appropriate changes in an effort to provide the individual employees with tasks that best fit their expertise. We believe that we have been able to help several employees to take the next step in there career by fostering opportunities like this.

We attended a job fair at Vanguard University. We have previously employed three interns from this university to call-screen for a local, live program, and we are hoping to do the same in the coming year. We posted the internship opportunity in May but have not hired anyone yet due to the summer break. We have found these students to be reliable and hard working. If a student from this University became a part of our staff we are confidant that they would fulfill the position well and with excellence.

We also held our own KBRT Job Fair. We promoted this event heavily on-air as well as through our website. We were absolutely delighted by the response we received from our community of listeners. We were able to meet with 15 applicants who were provided interviews on the spot. It was valuable for us to meet with people who not only had an interest in working with our company but also who listened to our station and shared a passion for what we do.

KBRT continues to provide career opportunities to our local community through Radio Announcements, Job Fairs, and postings in local churches, on-line services and advancement from within.