

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.

EEO Annual Report
Reporting Period: August 1, 2010- July 31, 2011
KBRT 740 AM

Full-Time Position	Date of Hire	Total # of Interviews from all Sources	Recruitment Sources Utilized
Office Manager	10/11/2010		None*

*No recruitment was performed for this full time vacancy during the reporting period. Part time employee hired in 2008 pursuant to full recruitment was promoted to fill this full time vacancy.

Total number of interviews in applicable period: N/A

Recruitment Sources:	Contact Name:	Telephone Number	Mailing or Electronic Mail Address	# of Interviewees from Source
a. Employee Referral	N/A	N/A	N/A	
b. California Broadcaster's Association Website	Online Service	N/A	www.cabroadcasters.org	
c. Employment Development Dept.	Online Service	N/A	www.caljobs.ca.gov	
d. Vanguard University	Rosanne Freilich	714.556.3610 ext #348	www.vanguard.edu/careercenter	
e. Concordia University	Katie Fischer	949.854.8002 ext #1584	careerservices@cu.edu	
f. KBRT Website	Sarah Davis	714.754.4450	3183 Airway Ave. Ste. D Costa Mesa, CA 92626	
g. Monster.com	Online Service	N/A	N/A	
h. Biola University	Career Services Staff	562.903.4875	career.services@biola.edu	
i. KBRT Job Fair	Angela Daggett	714.754.4450	adaggett@crawfordbroadcasting.com	
j. Crawford Broadcasting Job posting	All stations	N/A		
k. The Rock Church in Anaheim	Church Office	714.526.8233		
l. Mariners Church in Irvine	Church Office	949.854.7600		
m. Together We Served US Marines Corp admin@marines.togetherweserved.com	Maj. Wes Prater		Maj Wes Prater TWS Admin 9430 Topanga Canyon Blvd. Ste.#203 Chatsworth, CA 91311 wprater@togetherweserved.com	
n. Forte Foundation Women's Career Foundation	Beth Lopez	512.535.5157	9600 Escarpment Suite 745 PMB 72 Austin, TX 78749 www.fortefoundation.com	
o. All Access	online		www.allaccess.com	
p. Mariners Church Job Fair		949.854.7600	5001 Newport Coast Dr. Irvine California 92603	
q. Career Builder	Online		www.careerbuilder.com	
r. Employment Diversity Day Career Fair		(562) 651-9183	2726 South Grand Ave. Santa Ana, CA 92705	

Supplemental Recruitment Initiatives

August 1st, 2010 to July 31st, 2011

Anti Discrimination/Harassment Seminar was held October 20, 2010. 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.

Job Fair: The KBRT staff promoted and attended a Job Fair with National Career Fairs on April 28, 2011. There were more than twenty businesses which set up booths to talk with local job seekers about employment opportunities. The KBRT staff provided Employment Applications, reviewed resumes and talked with the public about job opportunities at KBRT.

Employee Review and Advancement Opportunity: KBRT Management conducted one-on-one meetings with each employee reviewing existing job descriptions. Necessary changes were made to those job descriptions to build employees strengths and bring them closer to their personal goals with the Company.