

Baybridge Broadcasting LLC - EEO Report

EEO Public File Report Form

Covering the Period from August 31, 2018 to July 31 2019
Prior to August 1, 2012 Baybridge Communications had less
Than 5 full time employees and was exempt from EEO reporting this
report covers includes station initiatives for the period prior to the Stations were
exempt

Station(s) comprising Station Employment Unit:

Vallejo California Market:

KDIA (AM) KDYA(AM)

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **KDIA (AM) KDYA(AM)**

licensed to **Baybridge Communications LLC.** and is required to be placed in the public inspection files of these stations, and posted on the websites.

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices from Baybridge Communications LLC. please provide name of company, contact information, mailing address, telephone number, email address, fax number and category of interest. Contact: Andy Santamaria, General Manager at Baybridge Communications LLC, 3260 Blume Drive Richmond CA, 94806

The information contained in this Report covers Vacancy and interview information for the time period beginning from August 31, 2018 to July 31 2019. Also covered are recruitment and training initiative prior to that period. The FCC's 2002 EEO Rule requires that this Report contain the following information:

- A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.

- For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
- The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- The total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

It is the policy of Baybridge Communications, LLC. to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. See following pages for a brief description of the initiative outreach.

Section 1: Vacancy Information

| | Full-time Positions Filled By Job Title | Recruitment Source used to fill vacancy (RS ID) | Number of in person interviewees for position from sources listed | Number hired for position | Recruitment source for Hiree |
|---|---|---|---|---------------------------|------------------------------|
| 1 | Client Success | I,A,H,F | 5 | 2 | I, A |
| 2 | Digital Strategist | E, F, H,B,I | 6 | 0 | |
| 3 | Account Executive | C, G, E, F | 5 | 2 | I, A |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |
| 7 | | | | | |

Total number of persons interviewed in person during applicable period: 6

Total number of persons hired during applicable period: 1

** RS ID included in next few pages for recruitment source used to fill vacancy.

**NOTE: Station(S) changed call letters/formats during Applicable Period: No

Section 2: Recruitment Source Information

| RS ID | Recruitment Source | Vacancy notification requested? (Yes or No) | Vacancy notification for which position? | Number of Interviews referred by each recruitment source including phone screenings |
|-------|--|---|--|---|
| A | Church / Collage internship | N | Client Success | 2 |
| B | Baybridge Communications Networking Client Referral | N | Digital Strategist | 2 |
| C | Baybridge Communications Web page referrals www.KDIA.com www.Gospel1190.com www.Thelightdigital.com | N | Account Executive | 1 |
| D | Internal Job Upgrade | N | Account Executive | 1 |
| E | All Access Radio | n | Account Executive Traffic Director | 2 1 |

| | | | | |
|---|-------------------|----|---|-------------|
| F | Online Job Boards | N | Account Executive Client Success Digital Strategist | 1 7 4 |
| G | On air Ads | NA | Account Executive | 1 |
| I | Recruiter | Y | Digital Strategist Client Success | 2 1 |
| H | LinkedIn Ads | Y | Digital Strategist Client Success | 1 3 |

** Some applicants noted multiple sources

Outreach Recruitment Initiative:

The station must engage in and complete at least four of the following menu options within each two-year period of its eight-year license term:

| 13-14 | Menu Options |
|-------|--|
| | #1 Participation in at least one job fairs by station personnel who have substantial responsibility in the making of hiring decisions |
| | #2 Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities. |
| 1 | #3 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (see attached) (12/10-1/11DP) (5/11-8/11EH) |
| 1 | #4 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions. |
| | #5 Participate in at least 2 community Job fairs |
| 1 | #6 Participate in High school and Collage mentoring program for station personnel. |

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| | #7 Sponsorship of at least two events in the community to inform and educate members of the public as to employment opportunities in broadcasting. |
| 1 | #8 Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. |
| | #9 Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting. |
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EEO Outreach Requirements

I. Recruitment for All Full-time Vacancies

- N/A_ Send notices to organizations that have asked to be placed on the station's "mailing list" for its postings.
- X_ Promote the job on the radio station(s).
- X_ Advertise in local newspapers.
- X_ Advertise in relevant trade periodicals.
- X_ Promote job openings at job fairs.
- X_ Post openings within the station.
- X_ Post openings on station web sites.
- X_ All ads & job vacancies must contain a statement that the broadcaster is an equal opportunity employer ("EOE").

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