

Radio Bilingüe, Inc.
Equal Employment Opportunity Report
July 31, 2005- Aug 1, 2006

During this period, Radio Bilingüe hired 5 full time employees. Four were hired in our headquarters in Fresno, CA, and one in our network station KHDC, in Salinas, CA. One of the employees hired in Fresno resigned 3 months later after accepting another job. All of the job announcements were posted in the station's bulletin boards for volunteers and visitors to see.

* Sandra Velázquez was hired on 10/03/05, as an **Administrative Assistant** to the Director Broadcasting.

The position was advertised in California's Central Valley Regional newspaper, The Fresno Bee, and in the listings on the Fresno County Workforce Connection. 66 resumes were received. Six people were selected for in person interviews. Two of them were selected for a second interview.

* Fernando Stan Villalta, was hired as a **Business Assistant** on 3/28/06. The position had been open since 7/22/05. We made several attempts to fill the positions but were unsuccessful. A total of 11 ads were posted in the Classifieds section of The Fresno Bee from 7/20/05 through 3/5/06. A total of 50 resumes were received during this period and interviews were set with 15 candidates. Seven were interviewed but were not hired. Mr. Villalta was hired in March of 2006. Three months Mr. Villalta decided to accept another job and he submitted his resignation.

* Amanda Zamora was hired as **Business Assistant** on 7/10/06. The position was announced in The Fresno Bee on 6/25/06 and 6/28/06. A total of 20 resumes were received and 4 were called for in-person interviews. Two did not follow-up, so we conducted two interviews and Ms. Zamora was offered the position.

* José Jesús Ramírez, was hired in Salinas, California, as **Production Assistant/Youth** for KHDC on 12/15/05. The position was announced in the regional newspaper, The Salinas Californian, and a copy of the ad was sent to The Collaborative for Salinas Youth. The opening was also announced among the station's volunteer programmers. Mr. Ramírez had been a volunteer programmer at the station for many years and decided to apply.

* Marlene Peña was hired as an **Administrative Assistant** for the News Department on 3/27/06. The position was announced in The Fresno Bee, the Fresno County Workforce Connection, and our own list serve. A total of 18 resumes were received and 7 candidates were interviewed in person.

During this period:

- The Employment Application form was revised to include two pages: one with general applicant information and a second page with a full paragraph on our EEO policy and a voluntary EEO survey. The new form was posted in our administrative website so that it's accessible to all manager.
- Director of Broadcasting reviewed with managers the EEO requirements in terms of filing of needed record and activities.
- Job openings have been posted in our website, www.radiobilingue.org
- Information on our job openings has been distributed through our list serve, which includes around 2000 e-mail addresses on people interested in educational, public media.

Manager's participation in conferences/events highlighting opportunities in broadcast media and Radio Bilingüe:

- March 11- KHDC's Station Manager, Delia Saldivar, participated as a panelists in a workshop on "How to Write Dramas for Radio" with social messages that reflect the lives of farm working women. The workshop was part of the 4th Regional Conference Women's Working for Economic Justice organized by the Central Coast Alliance United for a Sustainable Economy and held at the University of California, Santa Barbara. About 50 women attended the workshop.
- April 16- Samuel Orozco participated in a panel presentation at the Annual Conference of the National Federation of Community Broadcasters, in Portland, OR, on journalistic standards and opportunities in public radio.
- May 10-11- News Director, Samuel Orozco participated as a speaker in the Health Policy Training for Hispanic Journalists in Los Angeles, CA. The event was organized by The National Health Policy Training Alliance for Communities of Color, with support from the National Association of Hispanic Journalists and Media Training Series.
- May 11- Staff member Alma Garza co-hosted the Parlier Career Day in April 2006, and spoke to students about opportunities in community media and Radio Bilingüe. Parlier is a small town in Fresno County with a majority of low-income Latino residents.