

RADIO BILINGÜE, INC.

EEO Public File Report for August 1, 2010-July 31, 2011

HIRING

Two full-time permanent employees were hired during this period

Business Manager

The position was open on April 25, 2011- Job ads were published on:

- WebAd on radiobilingue.org
 - WebAd on craigslist.com: PostingID: 2340802491
 - Print Ad in Fresno Bee: April 28, 2011
 - Signs were posted in Radio Bilingüe's Fresno building
 - Web Ad in careerbuilder.com: April 28, 2011 to May 27, 2011
 - http://www.CareerBuilder.com/Jobseeker/Jobs/JobDetails.aspx?job_id=J3G3SG6ZC5MBRQ3F2JM
 - The majority of people who submitted their resumes learned about the job opening through the ad in careerbuilder.com. The opening was also on the radiobilingue.org website and craigslist.com. A newspaper print ad was run in the Fresno Bee.
- Number of Applicants: 67 (April 25, 2011 to May 5, 2011)
- 60 more people submitted resumes AFTER we decided to close the window for accepting applicants (May 5, 2011 to May 27, 2011)
- Number of People Interviewed: 2
 - Maria Castro (06/20/11 at 10:00am)
 - Sandra Lucero (06/20/11 at 12:15pm)
 - Number of People Invited for Interview But NOT Interviewed: 3
 - Lydia Cline (06/20/11 at 9:15am) – did not show up
 - Sandra Green – left message on 06/17/11 but no response
 - Barry Katz – out of town, returning on 06/28/11
 - The two candidates interviewed learned about the position:
 - Maria Castro, serving since April 26 as Interim Business Manager, saw the ad posted in Radio Bilingüe's Fresno building
 - Sandra Lucero – Read Craiglist's Job Ad.
 - June 28, 2011 –Maria Castro was hired as RB's new Business Manager.

Business Assistant

- The position was originally opened in mid-2010, but nobody was hired. The position was announced again in April 2011- Ads were published as follows:
 - WebAd on radiobilingue.org
 - WebAd on workforce-connection.com/jobboard → carrersinthevalley.com: April 13, 2011
 - WebAd on craigslist.com: April 22, 2011
 - Print Ad in Fresno Bee: April 27, 2011
 - Web Ad in careerbuilder.com: April 28, 2011 to May 27, 2011
 - WebAd on craigslist.com: July 13, 2011
 - Print Ad in Fresno Bee: July 15, 2011
 - Web Ad in careerbuilder.com: July 15, 2011 to August 13, 2011
- Number of Applicants in 2011: 458
 - 95 more people submitted resumes AFTER the position was closed.
- Number of People Interviewed: 7
 - Dolores Davolt
 - Adela Dominguez-Jordan
 - Marisol Franco-Ribera
 - Dolores Garibai
 - Judy Kulekjian
 - Gracie J. Montes
 - Maricela Ordoñez

The majority of the applicants learned about it through the ad in careerbuilder.com. Signs were posted in Radio Bilingue's Fresno building, where the position is based. The opening was also on the radiobilingue.org website and craigslist.com. A newspaper print ad was run in the Fresno Bee, the regional newspaper.

On candidates who were interviewed for the position:

- Four saw the ad on Craigslist.
- One saw the ad in Career Builder
- One said she saw the ad "in the internet"
- One saw the announcement posted in Radio Bilingue's Fresno office
- May 17, 2011 - July 22, 2011 – Judy Kulekjian served as interim business office assistant.
- July 25, 2011 – Maricela Ordoñez's hired as full-time business office assistant.

PARTICIPATION IN PUBLIC MEDIA OUTREACH ACTIVITIES:

August 29, 2010

Radio Bilingüe participated in the “El Dia del Trabajador Agricola” – an annual celebration of farm workers – in Greenfield, California. Radio Bilingüe staff distributed general information about public radio and shared Radio Bilingüe’s mission with event attendants. In addition, information on our programming, volunteer opportunities and flyers about our “GetConnected” campaign was also distributed.

September 19, 2010

Campesinos Saludables-Orosi, California.

Radio Bilingüe organized this community engagement event. Over 25 agencies had informational booths on occupational health and social services. Radio Bilingüe staff shared information on public radio and how the community can utilize public radio as an information source and learning tool. In addition, this event was linked to our “GetConnected” campaign and outreach materials on the benefits of broadband were also distributed.

October 10, 2010

In collaboration with HealthNet, Radio Bilingüe participated in the “Manchester Center Health Fair” held in Fresno, California where about 300 people attended.

Radio Bilingüe staff distributed general information about public radio, our programming and flyers about the “Conectate/Get Connected” campaign. In addition, staff was readily available to answer questions about volunteer opportunities in public radio and how the community can get involved.

May 26, 2011

PCUN-CAPACES Leadership Institute, Oakland, California. News and Information Director, Samuel Orozco, organized and hosted this fundraising convening. Mr. Orozco discussed how public radio has assisted in many grass root efforts and shared the potential employment opportunities available within community radio.

June 2, 2011

News and Information Director, Samuel Orozco, participated as a panelist in “Community Engagement in the Newsroom” forum at the National Federation of Community Broadcaster Conference in San Francisco, California. As a panelist, Mr. Orozco shared how Radio Bilingüe actively interacts with the local community to feature news that is relevant and important to the community. The role of public radio in the community and its integration of volunteers were also discussed.

August 2010-July 2011

Throughout the year, with funding from a grant by the Nathan Cummings Foundation, over 25 members of the community were trained as radio programmers. Training includes a review of what is public radio and its role in the community as well as the technical aspects of running the studio board, interviewing skills and microphone etiquette. Participants were also educated on Radio Bilingüe's mission, Federal Communication Commission guidelines for public radio and the variety of programming offered by Radio Bilingüe.

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