

FCC FORM 396- EXHIBIT 2-A

July 20, 2005

EEO Public File Report
KSJV 91.5 FM- August 1, 2004 to July 20, 2005

The staff person currently in charge of KSJV's EEO Policy is Maria Castro, Business Manager.

Our EEO policy is posted at the station and also in our website. It is also described in Radio Bilingüe's Personnel Manual.

From August 1, 2004 to July 20, 2005, a total of three people were hired for full-time positions at KSJV.

The three employees hired this year were:

- 1- William Byounglak Bach, Chief Engineer. Mr. Bach was hired on 9/27/04.
- 2- Linda Garcia Traynor, Events Organizer. Hired on 9/20/04.
- 3- Guadalupe Romero, Administrative Assistant. Hired full time on 1/2/05.

Mr. Bach learned about the job opening through the Society of Broadcast Engineers on-line newsletter. For the Chief Engineer position, we had received resumes and inquiries from a total of 8 people, and 5 were interviewed. The opening was announced only in the Society of Broadcast Engineer (SBE) Newsletter (on-line). The position had remained open for more than a year. In 2003 we had announced the same position, Chief Engineer, in several industry related newsletters, including the National Association of Hispanic Journalist, National Federation of Community Broadcasters and Current (Public Telecommunications Newsletter). We only got responses from the SBE newsletter. So in 2004 we decided to announce the position there.

On the Event Organizer position, it was announced in The Fresno Bee, the leading regional newspaper. Ms. Traynor learned of the opening through a staff member. We received 10 applications and interviewed 3 people.

Ms. Romero had been a staff member before and she does seasonal work for the station, related to our annual arts event, the Viva el Mariachi Festival. She started working part-time in October 2004 and then worked full time from January 2 to March 31, 2005.

Two additional position were opened but filled with internal promotions:

- 1- Associate Producer- Alma Martinez, who had been working in the News Department as a production assistant, was promoted as of 5/1/05.

- 2- Marketing Coordinator- Linda García Traynor, who initially had been hired in October 2004 as Events Organizer, was transferred to the Marketing position on 4-11-05.

During this period, Radio Bilingüe staff participated in at least six events by organizations interested in broadcast employment for minorities:

Samuel Orozco, News Director– Annual Conference, National Association of Hispanic Journalists, Dallas, TX, June 17, 2005.

Samuel Orozco, Annual Conference of the National Federation of Community Broadcasters (NFCB), Baltimore, April 15, 2005.

Samuel Orozco, Unity Conference, a joint conference by Latino, African-American, Native-American and Asian journalists. August, 2004 in Washington, DC.

Lourdes Oliva, producer and programmer, was a panelist in a workshop organized by Adelante Mujer on Business Careers in Broadcast Media. The workshop took place at Fresno City College (Fresno, CA), on April, 2005.

Lourdes Oliva, conducted a workshops at Parlier High School Career Day, on March 2005. Parlier is a small rural town in Fresno County, with mostly low-income Latino residents.

Lourdes Oliva, panelist at a conference organized by Central California Latina Network, on the Role of Latinas in Radio Bilingüe and radio in general. Fresno, CA., October, 2004.