<div align="center">Station KCBX(FM), San Luis Obispo, CA
<u>2023 EEO Public File Report</u></div>

<div align="center">**August 1, 2022, through July 31, 2023**</div>

There were no full-time job hires in this reporting period.

EEO Longer Term Initiatives.
KCBX currently employees 8 full-time employees and is located in a market with a population of fewer than 250,000. KCBX is therefore required to complete two longer-term EEO initiatives over a 2-year period.

1.   *Training for management level personnel on methods of ensuring equal opportunity and preventing discrimination.* Each year, KCBX's General Manager and/or Chief Financial Officer attends an annual program presented by an employment attorney and human resources consultant in San Luis Obispo. This seminar was conducted by attorneys from the Light Gabler firm on December 7, 2022. General Manager Frank Lanzone participated this year.

2.   KCBX's Director of Programming & Content and News Director manages an internship program that is designed to assist members of the community to acquire skills needed for employment in the area of news reporting and general programming. This past year, 8 community members and students participated in our internship program.

3.   *Career Fairs* at California Polytechnic University, San Luis Obispo, April 20, 2023 (all Majors) and April 27, 2023 (Journalism Majors). Several news interns were recruited, and KCBX representatives handed out employment and related materials.

Interns during this period:
Christina McDermott: September 2022 — March 2023
Ashley Rusch: September 2022 — November 2022
Nico Viñuela: September 2022 — December 2022
Avery Elowitt: September 2022 — November 2022, then again April 2023 — June 2023
Jennaca Ortiz: January 2023 — March 2023 (kind of nebulous because she stopped the news internship but then started sub hosting)
Eden Funk: January 2023 — March 2023
Melanie Senn: October 2022 — December 2023 (she moved to paid freelancing around this time, but was volunteering before that)
Jordan Triebel: June 2023 — present (will end internship in September)