

# 2023\_ ANNUAL EEO PUBLIC FILE REPORT

## Redwood Community Radio Inc.

Station(s):  
KMUD, Garberville, Ca.  
KMUE, Eureka, Ca.  
KLAI, Laytonville, Ca.

Reporting Period: 7/22/22- 7/21/23

No. of Full-time Employees:  5 – 10  
 More than 10

Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

KMUD partners with CalPoly Humboldt to provide outreach for local job fairs and volunteer fairs throughout the year.

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

KMUD live broadcasts and provides news highlights of community meetings that discuss job opportunities and how to create more jobs in the local community.

KMUD participated in the Zero to Fierce event on the Women in Radio Panel.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

KMUD provides internships through the WorkUp program that provides work readiness for at risk youth. We also run a youth in journalism internship program through our News Department.

In 2015 Redwood Community Radio established a training program for community members to learn about all aspects of radio. The classes are free and are open to any skill level and age. The Programming Directors at KMUD teach the classes.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

KMUD hosts a community calendar both on air and through our website that makes the community aware of job opportunities.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Staff attended the June 2023 NFCB training virtually on an array of broadcasting topics.

*Established a **mentoring** program for station personnel.*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

CPB Preventing Harassment and Discrimination Training Each staff member complete the online training module between May and September 2022 1.5 to 2 hour self-guided training The training shared real-life experiences of harassment and discrimination, teaching staff about the different sorts of protected classes of personnel, and how to recognize, prevent, and interrupt harassment and discrimination.

All staff attended a training series in September 2022 on Communication, Conflict Resolution, and Inclusion facilitated by the nonprofit, Community Boards.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
None	N/A	N/A

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   0  

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred

RECRUITING SOURCES USED

Job Title of Position:        N/A      Date of Hire: none

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE


\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.