

EEO PUBLIC FILE REPORT

For the period beginning June 1, 2009 and ending May 31, 2010.

Prepared for: Ruby Radio Corporation

This report covers the following employment units:

Call Sign	Facility ID	Class of Stations	Community of License	LMA (yes/no)
KHIX	84869	FM	Carlin, Nevada	No
KOYT	164140	FM	Elko, Nevada	No
KEBG	166019	FM	Spring Creek, Nevada	No

A. Full Time Hires

The following is a list of full-time positions filled and recruitment sources used for each position:

Job Title: **Announcer**

Date filled: July 13, 2009⁴, Jan 29, 2010

Total # Interviews: 10

Recruitment Sources Utilized:	# of Interviewees referred by each Source:
All Access.com www.Allaccess.com/site/careerTools *	9
Personal referral	1

Job Title: **Account Executive**

Date filled: Dec 16, 2009, July 13, 2009, Feb 23, 2010

Total # Interviews: 15

Recruitment Sources Utilized:	# of Interviewees referred by each Source:
KHIX /KOYT/KEBG on-air advertisement *	14
Personal referral	0
NV Employment Dept. 710 6 th Street Elko, NV 89801 Faith Wilson 775-753-1906	1

¹ Hirees not included in prior year's EEO Report

² An organization which requested that it be contacted as job opening occur

³ Source that referred hiree

⁴ Former employee

B The total number of persons interviewed for all full-time positions during the period covered: 25

C. The following FCC recommended recruitment activities were engaged in during the period covered by this Report. Description of Scope of Activity including positions of station personnel involved:

- 1) Ruby Radio Corporation has developed two internship programs in collaboration with Great Basin College for a sales trainee and technical trainee. They are designed to introduce the student to the various aspects of radio station operations. During the past 12 months, no candidates started either program.
- 2) Ruby Radio Corporation contacts Student Employment at Great Basin College to post appropriate jobs attractive to the student and graduate populations. Listings are made available to female and minority students.
- 3) Ruby Radio Corporation has developed an intensive training program focused on our need to fill sales positions. During the past 12 months, 3 FT people involved with the sales training program have filled positions. It includes didactic and skills development through mentoring by Administration and experienced sales staff.
- 4) Ruby Radio Corporation has a program to train office support for Traffic positions. This year the position was downgraded to PT and was not included in this EEO report.
- 5) On-air positions have been advertised in mass media job listings, such as All Access. Both listings have outreach to women and minorities.
- 6) No organizations requested notification of full-time vacancies.

Name and Title of person who prepared report:

Signature	Title	Date
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Telephone number

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⁴ Former employee