

EEO PUBLIC FILE REPORT

For the period beginning _June 1, 2010 and ending May 31, 2011.

Prepared for: __Ruby Radio Corporation (Name of licensee)

This Report covers the following employment units:

<u>Call Sign</u>	<u>Facility ID</u>	<u>Class of Station</u>	<u>Community of License</u>	<u>LMA(yes/no)</u>
KHIX	84869	FM	Carlin, NV	No
KOYT, call letter change to KZBi Aug.1, 2011	164140	FM	Elko, NV	No
KEBG, call letter change to KBGZ April 4, 2011	166019	FM	Spring Creek, NV	No

A. Full Time Hires

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

1. Job Title: _News and Public Affairs Director

Date Filled: 4/4/2011

Total # of Interviews: 4

Recruitment Sources Utilized

(include name of source, address
_____ contact person and telephone #)¹

www.AllAccess.com *

of Interviewees Referred by
Each Source

4

2. Job Title: _News and Public Affairs Director

Date Filled: 4/25/2011

Total # of Interviews: 1

Recruitment Sources Utilized

(include name of source, address
_____ contact person and telephone #)²

Re-instated former employee *

of Interviewees Referred by
Each Source

1

1A source with an * was the source that referred the hiree. A source identified with a + is an organization which requested that it be contacted as job openings occur.

2A source with an * was the source that referred the hiree. A source identified with a + is an organization which requested that it be contacted as job openings occur.

3. Job Title: Program Director	
Date Filled: 9/13/2010 and 10/12/2010 and 12/8/2010	
Total # of Interviews: 4	
Recruitment Sources Utilized	# of Interviewees Referred by
(include name of source, address	<u>Each Source</u>
<u>contact person and telephone #)</u>	
www.AllAccess.com *	10
4. Job Title: Announcer/Morning Show Host	
Date filled: 12/30/2010	
Total # of Interviews: 8	
Recruitment Sources Utilized:	
www.AllAccess.com *	40
on-air advertisement KHIX, KOYT, KEBG	1
Career Placement:	
Great Basin College	
1500 College Parkway	
Elko, NV 89801	
Keitha 775-753-2180	0
5. Job Title: Senior Account Executive	
Date filled: 10/28/2010 and 12/13/2010	
Total # Interviews: 3	
Recruitment Sources Utilized:	
www.AllAccess.com *	3
on-air advertisement KHIX, KOYT, KEBG	0
6. Job Title: Account Executive	
Date filled: unfilled	
Total # Interviews: 1	
Recruitment Sources Utilized:	
www.AllAccess.com	
on-air advertisement KHIX, KOYT, KEBG	
7. Job Title: Maintenance	
Date filled: 11/1/2010	
Total # Interviews: 1	
Recruitment Sources Utilized:	
Job Connect (NV Unemployment) *	1
172 6 th Street	
Elko, NV 89801	
775-753-1900	

B. The total number of persons interviewed for all full-time positions during the period covered by during the period covered by this Report was: 21.

C. Recruitment Activities.³ _

The following FCC recommended recruitment activities were engaged in during the period covered by this Report.

- 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, we have not had any FT employees complete the sales training program. The program consists of didactic and skills development through mentoring by Administration and experienced sales staff.
- 4) Upper-level positions of Program Director, Senior Account Executive and News Director have been advertised in mass media job listings, such as All Access. Both listings have outreach to women and minorities.
- 5) No organizations requested notification of full-time vacancies.

_____ Name and Title of Person Who Prepared Report

_____ Signature

_____ Date

_____ Telephone

3As outreach efforts can be undertaken over a two year period, provide an appropriate explanation if no outreach was conducted during the reporting period.