

Sinclair Communications-Santa Rosa

Equal Employment Opportunity

Public File Report 8/1/05

This report covers the following stations in the group of radio stations that is collectively known as the "Sinclair Communications-Santa Rosa" cluster:

Call Sign	Facility ID #	Community of License	Licensee Name
KXTS	43711	Calistoga, CA	Sinclair Telecable Inc.
KRSH	16257	Healdsburg, CA	Deas Communications, Inc
KSXY	72925	Middletown,CA	Commonwealth Broadcasting, LLC
KNOB	79003	Healdsburg, CA	JYH Broadcasting

Please note that although some of the stations are licensed to separate corporations, those companies are all co-owned, and the stations are operated as a unit with a number of employees in common among stations. Commonwealth is the time broker of KNOB, and its recruitment efforts as to its employees who perform services in connection with that brokerage function are therefore reported here, per FCC requirement.

This report covers the period from 1st August 2004 through 31st July 2005.

A. The following is a list of all vacancies that were filled during the period specified above:

Job Title	Date of Opening - Date Filled
Receptionist	2/28/2005 - 3/28/2005
Account Executive	12/15/2004 - 1/17/2005
Program Director	7/20/2005 - 7/25/2005
Promotions Director	2/15/2005 - 4/11/2005
Part time On Air	3/10/2005 - 3/15/2005
Program Director	1/14/2005 - 1/17/2005
Part time On Air	3/1/2005 - 3/5/2005

B. During the period from 1st August 2004 to 31st July 2005, the following recruitment sources were used as vacancies for full-time jobs opened (not necessarily used for each vacancy):

- Radio spots on KSXY, KRSH, KXTS, KNOB
- Station Websites: krsh.com, hot987.fm, exitos1009.fm, 967bobfm.com
- The Press Democrat (newspaper)
(707) 546-7355
- All Access Music Group
(310) 457-6616
- Michelle Clark Promotions
(818) 223-8888
- R&R Radio & Records, Inc.
(310)-553-4330
- Napa Valley College
(707) 253-3000
- Napa Job Fair
- Sonoma County JobLink
(707) 565-5550
- Santa Rosa Junior College
(707) 527-4011
- Referrals from Employees, Clients and other Word of Mouth

C. The following is a list of the full-time vacancies shown above and the recruitment source that provided the hiree for that position:

Job Title	Recruitment Source
Receptionist	Press Democrat
Account Executive	Press Democrat
Program Director	Rehire
Promotions Director	spots on air
Part-Time On Air	spots on air
Program Director	Rehire
Part- Time On Air	word of mouth

D. During the period from 1st August 2004 through 31st July 2005, a total of 27 people interviewed for vacancies for full-time positions that were filled by 31st July 2005. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total Number of Interviewees
Radio Announcements	7
Santa Rosa Junior College	0
Station Websites	0
Napa Valley College	0
Press Democrat/Sonoma County Job fair	13
Sonoma County JobLink	0
All Access.com/Michelle Clark Prod.	0
Word Of Mouth	1

E. During the period from 1st August 2004 through 31st July 2005, the station employment unit engaged in the following initiatives aimed at fostering broad outreach to members of the community who might be interested in applying for jobs in broadcasting:

1. Continuation of our internship program, whereby several college students gain valuable full-time exposure to the radio broadcasting industry for several weeks.
2. Participation in Job Banks and other job fairs hosted by colleges in the area as well as industry specific job fairs and community events.
3. Placing ads in community newspapers.
4. Listing upper-level openings in Job Banks of media trade groups with broad-based membership, including participation of women and minorities: National Association of Broadcasters, California Broadcasters Association and American Women in Radio and Television.

Name of Respondent: Debbie Morton

Signed: _____

Title: General Manager

Date Submitted: 07/31/2005

Telephone Number: (707) 588-0707

Receptionist

Date Position Opened: 2/28/2005

Date Position Filled: 3/28/2005

Recruitment Sources Used: Press Democrat

Number of Candidates Interviewed: 7

Recruitment Sources Cited by Interviewees: Press Democrat

Recruitment Source Cited by Person Hired: Press Democrat

Account Executive

Date Position Opened: 12/15/2005

Date Position Filled: 1/17/2005

Recruitment Sources Used: Press Democrat

Number of Candidates Interviewed: 6

Recruitment Source Cited by Person Hired: Press Democrat

Program Director

Date Position Opened: 7/20/2005

Date Position Filled: 7/25/2005

Recruitment Sources Used: N/A

Number of Candidates Interviewed: 1

Recruitment Source Cited by Person Hired: Rehire

Promotions Director

Date Position Opened: 2/15/2005

Date Position Filled: 4/11/2005

Recruitment Sources Used: On-Air Advertising

Number of Candidates Interviewed: 5

Recruitment Source Cited by Person Hired: On-Air Advertising

Part-Time On-Air

Date Position Opened: 3/10/2005

Date Position Filled: 3/15/2005

Recruitment Sources Used: On-Air Advertising

Number of Candidates Interviewed: 2

Recruitment Source Cited by Person Hired: On-Air Advertising

Program Director

Date Position Opened: 1/14/2005

Date Position Filled: 1/17/2005

Recruitment Sources Used: N/A

Number of Candidates Interviewed: 1

Recruitment Source Cited by Person Hired: Rehire

Part-Time On-Air

Date Position Opened: 3/1/2005

Date Position Filled: 3/5/2005

Recruitment Sources Used: word of mouth

Number of Candidates Interviewed: 1

Recruitment Source Cited by Person Hired: word of mouth
