

Bay and Beyond Broadcasting LLC

(KBBB KIOX KKHA)

Equal Employment Opportunity Policy and Report

The FCC requires a comprehensive disclosure of how radio stations implement their obligations to be honorable EEO-compliant employers. This obligation applies to radio station groups with more than five full time employees.

Currently, Bay and Beyond Broadcasting does not have five or more full time employees, and so is not required to provide this disclosure.

We will update this page if/when we grow to the point of having more than five full time employees.

However, having said that, we fully accept and follow the obligation to be completely open and without bias or prejudice when it comes to our hiring practices. We have reached out to Community Colleges to invite them to share the opportunities we have to all their students, and we've advertised publicly to all readers of local newspapers, to all people who visit our Facebook pages, and to everyone who listen to our radio stations. We continue to do this in our ongoing hiring activities.

You are encouraged to apply to any of our occasional vacancies if you feel the position could be of interest and that you would be a good candidate.

(signed)

David Rowell

General Manager.