



EEO Public File Report – 2025

Annual EEO Public File Report 2025

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Employment Unit that is comprised of the following stations: KEYT, OEYT, KSBB and KKFX and is required to be placed in the public inspection files of these stations, and posted on their web sites (as applicable).

The information contained in this Report covers the time period beginning [August 1, 2024](#) to and including [July 31, 2025](#) (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment resource(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the successful candidate for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies: and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed in Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the successful candidate started the job. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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Appendix 1

Covering the Period from [August 1, 2024](#) to [July 31, 2025](#)

Stations Comprising Employment Unit: KEYT, OEYT, KSBB, KKFX

Section 1: Vacancy Information

	Full-time Positions – Job Title and Date Filled	Recruitment Source of Successful Candidate	Total Number of Interviewees from All Sources for This Position
1	Account Executive 08/01/2024	Referral	1
2	Audio/Graphics Operator 08/05/2024	Indeed.com	4
3	Digital Content Director 09/30/2024	Indeed.com	3
4	Audio/Graphics Operator 10/15/2024	Indeed.com	2
5	Producer 10/21/2024	KEYT.com	2
6	Audio/Graphics Operator 03/12/2025	Indeed.com	2
7	Technical Director 06/30/2025	Inter-Company Transfer	1

Total Number of Persons Interviewed During Applicable Period: 15

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Appendix 2

Covering the Period from [August 1, 2024](#) to [July 31, 2025](#)

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Source Requested Job Vacancy Notifications (Yes/No)	Full-time Positions for Which This Source Was Utilized
A	Internal Candidates 730 Miramonte Drive Santa Barbara, CA 93109	0	No	0.
B	TVJOBS.COM Broadcast Employment Services PO BOX 4116 Oceanside, CA 92052 (760) 754-8177 admin@tjjobs.com Attention: Mark Holloway	0	No	1, 2, 3, 4, 5, 6, 7.
C	KEYT.com / NPGCO.com 730 Miramonte Drive Santa Barbara, CA 93109 (805) 882-3933	3	No	1, 2, 3, 4, 5, 6, 7.
D	Jobspeaker – South Central Coast. See list of schools immediately following Statement of EEO Policy.	0	No	1, 2, 3, 4, 5, 6, 7.
E	Handshake.com See list of schools immediately following the Statement of EEO Policy.	0	No	1, 2, 3, 4, 5, 6, 7.
D	California Lutheran University 60 West Olsen Road, Thousand Oaks, CA, 91360-2787 (805) 493-3135 www.callutheran.edu/career_services	0	No	1, 2, 3, 4, 5, 6, 7.
E	Frank N. Magid & Assoc., INC. One Research Center, Marion, Iowa 52302 (319)377-7345	0	No	0
F	Indeed.com (Paid Source) 1800-462-5842	10	No	1, 2, 3, 4, 5, 6, 7.
G	California Broadcasters Association (YourCBA.com) 915 L Street Sacramento, CA 95814 (916) 444-2237	0	No	1, 2, 3, 4, 5, 6, 7.
H	Rick Gevers & Associates (Paid Source) 355 E. Ohio St. #303 Indianapolis, IN 46204 317-635-7912 rickgevers.com	0	No	0
I	Arizona State University Outreach Interviews 1151 South Forest Avenue Tempe, AZ 85281 855-278-5080	0	No	0

	hresc@asu.edu			
J	University of Missouri Outreach Interviews Columbia, MO 65211 573-882-2121 muhr@missouri.edu	0	No	0
K	Word of Mouth/Employee Referral	1	No	1.
L	Walk In/Call In	0	No	0
M	Inter-Company Transfer	1	No	7.
N	Agent Referral	0	No	0
O	Rehire	0	No	0
P	Linked In (LinkedIn.com)	0	No	0
Q	Hartnell College 411 Central Avenue, Salinas, CA 93901 831-755-6700	0	No	1, 2, 3, 4, 5, 6, 7.
R	Cal Poly Job Fair Outreach 1 Grand Avenue, San Luis Obispo, CA 93407. 805-756-1111	0	No	0
S	Santa Barbara South County Chamber of Commerce	0	No	0
T	Pennsylvania State University Outreach Interviews 201 Old Main, University Park, PA 16802. 814-865-4700	0	No	0

Below is the stations' current active list of schools alerted to job vacancies via Handshake.com and JobSpeaker School Portal.

Arizona State University	Biola University	California Baptist University
California Polytechnic State University – San Luis Obispo	California Polytechnic University - Pomona	California State University - Bakersfield
California State University Chico	California State University Los Angeles – Cal State LA	California State University, Channel Islands
California State University, Northridge	California State University, San Bernardino	Kansas State University
Pepperdine University	San Francisco State University	Santa Clara University
University of California, San Diego	University of California, Los Angeles	University of California, Santa Barbara
University of Central Missouri	University of Missouri - Columbia	University of San Diego
Westmont College	Whittier College	California State University – Dominguez Hills
California State University – East Bay	California State University – Sacramento	California State University – San Marcos
California State University – Monterey Bay	California State University – Stanislaus	University of California, Santa Cruz

University of Southern
California

Vanguard University of
Southern California

San Jose State University

Ventura County Community
College District – Moorpark-
Oxnard-Ventura

Santa Barbara City College

Allan Hancock College

Cuesta College

College of the Canyons

Antelope Valley College

Note: None of the above listed recruiting sources have requested notification of job vacancies.

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Appendix 3

Covering the Period from [August 1, 2024](#) to [July 31, 2025](#)

Stations Comprising Station Employment Unit: KEYT, OEYT, KSBB, KKFX

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KEYT, OEYT, KSBB and KKFX

1. Internship Programs: (#5)

NPG of California, LLC has always been involved in helping members of the community achieve their educational goals. During the period, we were unable to accommodate interns but hope to return to this practice in the future. Our former interns have had great success in being hired to full-time positions throughout our stations and other stations around the country. We expect that to be the case again in the future. Like with all potential hires, they must go through the usual EEO wide recruiting procedures.

2. EEO Training: (#14)

Equal Employment Opportunity Meetings are held on a continual basis as needed for current education to department heads as to their role and responsibilities in the EEO process. We ensure that all department heads are fully educated on their reporting documentation and have regular discussions ensuring that all departments are hiring in a non-discriminatory fashion. As part of the weekly Department Head meeting these issues are documented when discussed in the minutes which are kept in the business office's EEO file.

3. Description of Supplemental Outreach Initiatives: (Job Fairs #1, Community Groups #4, Educational Institutions #10)

In August 2024, Ryder Christ, News Director, gave a station tour to the community group, Girls Inc. They viewed a live news taping and spoke with staff and management about career paths in the broadcasting industry.

In August 2024, Ryder Christ, News Director, gave a station tour to students and the Employment Specialist from Dos Pueblos School. They watched a live newscast taping and talked with Ryder about job openings at the station.

In September 2024, Michael Fabac, VP Content and Station Promotion, along with Sean Flanagan, Kade Atwood and Beatriz Martinez, recruiters for News-Press and Gazette, attended an annual recruitment event at Arizona State University. They interviewed and spoke with many students and collected information and resumes for 17 ASU graduates that they forwarded to the local station group as potential future hires and interns.

In October 2024, Leo McVicker, Operations Director, gave a station tour to a former KEYT employee and his friends and family. The former employee was a floor director back in 1974. The group discussed the history of broadcasting as well as new developments and the job market in the industry.

In October 2024, Michael Fabac, VP Content and Station Promotion, along with Chad Hypes, Camryn Payne and Pete Seyfer, recruiters for News-Press and Gazette, attended a recruitment trip to University of Missouri. They interviewed 25 students and collected resumes and notes on Mizzou candidates that they shared with the local properties as possible future hires and interns.

In October 2024, Leo McVicker, Operations Director, gave a station tour to employees from the local agency, PathPoint. PathPoint partners with people with disabilities, people with mental health diagnoses and young adults to pursue their hopes and dreams through strengthening workplace abilities, building life skills and developing meaningful relationships.

In December 2024, Andrew Gillies, Assignment Desk Editor, and Allison Winslow, News Producer, had a University of California, Santa Barbara student shadow them for the workday. The student is interested in a possible career in broadcasting, specifically as a Multimedia Journalist. They spoke about what they do and how all the parts of the news team work together to put on live shows and update web content throughout the day as well as educational requirements and job opportunities.

In January 2025, Ryder Christ, News Director, gave a station tour to 20 students from the Ventura County Christian School. They learned about the station operations; news gathering efforts and watched a live newscast.

In January 2025, Ryder Christ, News Director and Mike Klan, Sports Director, spoke with students at KCSB (University of California, Santa Barbara's student radio). They spoke about their careers and careers in journalism.

In January 2025, Christa Kurkjian, Morning Anchor, spoke with students at Providence School. She gave a presentation on weathercasting and spoke to students about careers in broadcasting.

In January 2025, Ryder Christ, News Director, participated in a study on 'Challenges that News Directors currently face'. Nataliya Roman, Associate Professor in the UNF School of Communication, conducted the research interview.

In February 2025, Michael Fabac, VP Content and Station Promotion, along with Chad Hypes, Camryn Payne and Curtis Varns, recruiters for News-Press and Gazette, attended a recruitment trip to University of Missouri. They interviewed 30 students and collected resumes and notes on Mizzou candidates that they shared with the local properties as possible future hires and interns.

In February 2025, Christa Kurkjian, Morning Anchor and Allison Winslow, News Producer were shadowed for the workday by a student from Westmont College. The student learned about producing a show, producing from the booth and the Anchor's role in the newscast.

In February 2025, Michael Fabac, VP Content and Station Promotion, along with Chad Hypes, Pete Seyfer and Gabrielle Teiner, all recruiters for News-Press and Gazette, attended a recruitment trip to Pennsylvania State University. They interviewed 25 students and collected resumes and notes on candidates that they shared with the local properties as possible future hires and interns. They also visited both journalism and meteorology classes and spoke directly to students there about job opportunities.

In February 2025, Michael Fabac, VP Content and Station Promotion, along with Sean Flanagan, Pete Seyfer and Paul Schulz, all recruiters for News-Press and Gazette, attended a recruiting event at Arizona State University. They interviewed and spoke with many students and collected information and resumes for 24 ASU graduates that they forwarded to the local station group as potential future hires and interns.

In March 2025, Mike Klan, Sports Director and Colton Fair, Newscast Director, hosted a student from Riviera Ridge School. The student was a participant on-air for a school fundraising auction promotion. Another student from Cate School sat with the newscast director during the segment and learned about the process of directing a live news segment and job opportunities in the field.

In April 2025, Andie Lopez-Bornet, Multimedia Journalist and Ivania Montes, Multimedia Journalist, spoke to the student group known as AVID at Santa Maria School's student career day. The students were first generation, and all want to attend college. The AVID program helps guide them to success in attending college and choosing a degree that aligns with the career path they choose.

In April 2025, Evan Vega, Managing Editor/Weather Anchor, hosted a table at the Cal Poly Journalism Career Fair. He received over 20 resumes from journalism students interest in jobs with the stations.

In April 2025, David Hefferman, Sales Account Executive and Scott Hennessee, Anchor, both Alumnus of University of California, Santa Barbara, participated as station representatives at the UCSB 18th annual Communication Department's Career Day. They spoke to many communications students about careers in journalism and broadcast sales.

In April 2025, Herb Tuyay, Videographer (former 40 year veteran Chief Videographer), gave a station tour to students from California Lutheran Universities media class. The students spoke with alumnus of the school, Evan Vega, Weather Anchor and Christer Schmidt, News Producer. They also spoke with Evening Anchor, CJ Ward. The students learned about the industry and jobs in broadcasting.

In April 2025, Kate Riesen, Account Executive, Christa Kurkjian, Anchor, Joey Vergilis, Anchor, and Mackenzie Lake, Weather Anchor, spoke with students during Bring Your Kid To Work day. They spoke about working in journalism, the educational paths required, and the types of careers offered in the industry.

In May 2025, Alissa Orozco, Digital Content Director, Allison Winslow, News Producer, Andrew Gillies, Assignment Desk Editor and Colton Fair, Newscast Director, spoke with students at Santa Barbara City College. They spoke with fellow employee, Aneka Edwards, Master Control Operator's journalism class. They spoke about their work at the stations, careers in the industry and educational requirements for pursuing a career in the industry.

In May 2025, Ryder Christ, News Director, attended a meeting with the organization known as EPIC. The organization is made up of Public Information Officers and Communication Professionals from all around Santa Barbara County. They discussed the state of Spanish Media and communications in the area.

In May 2025, Andrew Gillies, Assignment Desk Editor, Nate Loop, Executive Producer and Ryder Christ, News Director hosted a student shadow from New York University for a look at their workdays. The student is studying Film and Entertainment Business and is pursuing a career in media.

In May 2025, Ryder Christ, News Director, attended a career day at Miguelito School in Lompoc, CA. He talked with students about careers with the stations and in journalism.

In May 2025, Ryder Christ, News Director, hosted employees from the local Direct Relief. The segment focused on the new CEO of Direct Relief and her vision. Ryder gave her team a tour of the stations and spoke about the industry and job opportunities locally.

In May 2025, Ryder Christ, News Director, gave a station tour to the University of California, Santa Barbara's Library team. The team worked closely with Ryder throughout the period to digitize old news tapes from several decades. These tapes were donated to the library by the station group.

Throughout the period listed, Nissa Gay, Account Executive, sat on the board and accreditation committee at VACE (Ventura Adult Continuing Education). Nissa worked closely with the board

to advise them on the broadcast sales and journalism career field. She provided information and was a connection for graduating students looking for work.

Throughout the period listed, Kate Riesen, Account Executive, attended local Chamber meetings and represented the station group at community events. She spoke to many attendees and members about current job openings and career opportunities in news and sales.

Throughout the period, General Manager, Jim Lemon answered questions about career opportunities in the broadcast industry at several public events and board meetings: Some of these were: Old Spanish Days, the Unity Shoppe Organization and Telethon, The Santa Barbara Foundation's Luncheon for Persons of the Year, and other various organizations and luncheons throughout the tri-counties. Jim also sat on the board for Goodwill Central Coast as well as the board for the California Broadcasters Association.

4. California Broadcasters Association Participation:

KEYT, OEYT, KSBB and KKFX is a member of the California Broadcasters Association and regularly receives guidance and updates from the Association in regard to changes and updates in FCC and EEO guidance.

5. Training to Personnel:

In January 2025, CJ Ward, Managing Editor and veteran Anchor, shadowed Andie Lopez Borner, Multimedia Journalist, to review her work and assist in mentoring her on time management and script writing. Since that time, she has been promoted to Morning Anchor/Producer.

In May 2025, Christer Schmidt, Producer, spent time shadowing Caleb Nguyen, Assignment Desk Editor, to learn more digital/desk skills.

Starting in May 2025 and through the end of this period listed, Caleb Nguyen, Assignment Desk Editor, has spent time shadowing Mike Klan, Sports Director, learning about sports reporting and anchoring. Due to this help, Caleb is now working on sports anchoring on weekends on live television.

Throughout the period listed, CJ Ward, Managing Editor and veteran Anchor, shadowed Jarrod Seckler (Zinn), Videographer and Mina Wahab, Multimedia Journalist, on several occasions to provide feedback and help them with time management and script writing. Due to this and other training received from the station group, Jarrod Seckler (Zinn) was promoted from Videographer to Multimedia Journalist.