

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2016 – July 31, 2017.

- 1) **Employment Unit: Spanish Broadcast System, Inc./Los Angeles**
- 2) **Unit Members (Stations and Communities of License): KLAX-FM, East Los Angeles, CA (FIN 61638)
KXOL-FM, Los Angeles, CA (FIN 28848)**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: Radio Stations KLAX-FM and KXOL-FM 10281 West Pico Blvd. Los Angeles, CA 90064	Telephone Number: (310) 203-0900
	Contact Person/Title: Herbella Torres, Business Manager
	E-mail Address: htorres@sbslosangeles.com

- 4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. Marketing Manager	Industry Referral
2. Sales Manager	Industry Referral
3. Chief Engineer	Industry Referral
4. Promotion Coordinator	Industry Referral
5. Account Executive	Industry Referral
6. Account Executive	Industry Referral

Stations KLAX-FM and KXOL-FM are Equal Opportunity Employers.

1) Job Title: Marketing Manager

Referral Source(s) of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBA (California Broadcasters Association)	Website	www.Yourcba.com 915 "L" Street, Suite 1150 Sacramento, CA 95814	(916) 444-2237	0	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Jose Carbajal	(www.979laraza.com) & (www.963latino.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	6	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	1	No
Radio Online	Website	www.Radio-online.com	N/A	0	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
All Access Music Group (www.allaccess.com)	Website	www.allaccess.com 28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265	(310) 457-6616	1	No
SCBA (Southern California Broadcasters Association)	Website	www.scba.com	Ellen Dostal	0	No
Caljobs	Website	www.Caljobs.Ca.com	N/A	0	No

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2) Job Title: Sales Manager

Referral Source(s) of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBA (California Broadcasters Association)	Website	www.Yourcba.com 915 "L" Street, Suite 1150 Sacramento, CA 95814	(916) 444-2237	0	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Jose Carbajal	(www.979laraza.com) & (www.963latino.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	7	No
Radio Online	Website	www.Radio-online.com	N/A	0	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
All Access Music Group (www.allaccess.com)	Website	www.allaccess.com 28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265	(310) 457-6616	0	No
SCBA (Southern California Broadcasters Association)	Website	wwwscba.com	Ellen Dostal	0	No
Caljobs	Website	www.Caljobs.Ca.com	N/A	0	No

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3) Job Title: Chief Engineer

Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBA (California Broadcasters Association)	Website	www.Yourcba.com 915 "L" Street, Suite 1150 Sacramento, CA 95814	(916) 444-2237	0	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Jose Carbajal	(www.979laraza.com) & (www.963latino.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	1	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	5	No
Radio Online	Website	www.Radio-online.com	N/A	0	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
All Access Music Group (www.allaccess.com)	Website	www.allaccess.com 28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265	(310) 457-6616	0	No
SCBA (Southern California Broadcasters Association)	Website	wwwscba.com	Ellen Dostal	0	No
Caljobs	Website	www.Caljobs.Ca.com	N/A	0	No

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4) Job Title: Promotions Coordinator

Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBA (California Broadcasters Association)	Website	www.Yourcba.com 915 "L" Street, Suite 1150 Sacramento, CA 95814	(916) 444-2237	0	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Jose Carbajal	(www.979laraza.com) & (www.963latino.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	4	No
Radio Online	Website	www.Radio-online.com	N/A	0	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
All Access Music Group (www.allaccess.com)	Website	www.allaccess.com 28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265	(310) 457-6616	0	No
SCBA (Southern California Broadcasters Association)	Website	wwwscba.com	Ellen Dostal	0	No
Caljobs	Website	www.Caljobs.Ca.com	N/A	0	No

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5) Job Title: Account Executive

Referral Source(s) of Hiree: (2) Industry Referrals

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBA (California Broadcasters Association)	Website	www.Yourcba.com 915 "L" Street, Suite 1150 Sacramento, CA 95814	(916) 444-2237	0	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Jose Carbajal	(www.979laraza.com) & (www.963latino.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	8	No
Radio Online	Website	www.Radio-online.com	N/A	0	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
All Access Music Group (www.allaccess.com)	Website	www.allaccess.com 28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265	(310) 457-6616	0	No
SCBA (Southern California Broadcasters Association)	Website	wwwscba.com	Ellen Dostal	0	No
Caljobs	Website	www.Caljobs.Ca.com	N/A	0	No

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6) Total # of Interviewees Referred: For the period from August 1, 2016 through July 31, 2017, this Employment Unit interviewed 33 interviewees for 6 full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Participation in Career and Job Fairs

1. On September 14, 2016, three Station employees attended the City of Los Angeles Diversity Career Fair. Participation in this event raised awareness and offered information about various career opportunities available in the broadcasting industries and the job skills necessary to compete for them.
2. On April 7, 2017, three Station employees attended the City of Los Angeles Diversity Career Fair. Participation in this event raised awareness and offered information about various career opportunities available in the broadcasting industries and the job skills necessary to compete for them.
3. On June 16, 2017, three Station employees attended the City Career Fair, Participation in this event raised awareness and offered information about various career opportunities available in the broadcasting industries and the job skills necessary to compete for them.
4. On June 30, 2017, three Station employees attended the Stub Hub Center Career Fair. Participation in this event raised awareness and offered information about various career opportunities available in the broadcasting industries and the job skills necessary to compete for them.

(b) Initiative: Educational outreach

1. On December 3, 2016 Japanese Broadcasting School students participated on a high school take over night. Students were given a tour of the station and experienced what it's like to work in the radio industry.
2. On July 24, 2017 CCI-Exchange Students School students participated on a high school take over night. Students were given a tour of the station and experienced what it's like to work in the radio industry.

(c) Initiative: EEO/Discrimination Training for Management and Personnel

All new hires participate in taking the Sexual Harassment course on Preventing Workplace Harassment.

(d) Initiative: Internship Program

- (a)** From May to August 2016, an intern from Pasadena City College interned in the Production department for course credit.