# EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period August 1, 2014 – July 31, 2015.**

**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:<br><br>Radio Stations KLAX-FM and KXOL-FM<br>10281 West Pico Blvd.<br>Los Angeles, CA 90064 | Telephone Number:<br><br>(310) 203-0900 |
| | Contact Person/Title:<br><br>Herbella Torres, Business Manager |
| | E-mail Address:<br><br>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. Business Manager | SCBA |
| 2. Show Producer | Industry Referral |
| 3. On-Air Personality | Industry Referral |
| 4. Music Director | Radio Notas |
| 5. Social Media Coordinator | Industry Referral |
| 6. Copy Writer | Industry Referral |
| 7. Account Executive | SCBA |
| 8. Account Executive | Industry referral |
| 9. Account Executive | Industry referral |
| 10. Account Executive | Industry referral |

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

**1) Job Title: Business Manager Referral Source(s) of Hiree: SCBA**

| (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<br>915 "L" Street, Suite 1150<br>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)<br>7007 NW 77th Ave<br>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**<br>**(www.allaccess.com)** | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| **SCBA (Southern California Broadcasters Association)** | Website | wwwscba.com | Ellen Dostal | 1 | No |
| **Caljobs** | Website | www.Caljobs.Ca.com | N/A | 0 | No |
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**Stations KLAX-FM and KXOL-FM are Equal Opportunity Employers.**

**2) Job Title: Show Producer** **Referral Source(s) of Hiree: 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<br>915 "L" Street, Suite 1150<br>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)<br>7007 NW 77th Ave<br>Miami, FL 33166 | (305) 441-6901 | 0 | No |
| Word of Mouth/Walk-in/Industry or employee Referral | N/A | N/A | N/A | 3 | No |
| Radio Online | Website | www.Radio-online.com | N/A | 0 | No |
| Radio Notas | Website | www.Radionotas.com | N/A | 3 | No |
| All Access Music Group<br>(www.allaccess.com) | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| SCBA (Southern California Broadcasters Association) | Website | wwwscba.com | Ellen Dostal | 3 | No |
| Cal Jobs | Website | caljobs.ca.gov | N/A | 0 | No |
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**Stations KLAX-FM and KXOL-FM are Equal Opportunity Employers.**

**3) Job Title: On-Air Personality** **Referral Source(s) of Hiree: 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<br>915 "L" Street, Suite 1150<br>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)<br>7007 NW 77th Ave<br>Miami, FL 33166 | (305) 441-6901 | 0 | No |
| Career Builder | Website | wwwCareerbuilder.com | N/A | 0 | No |
| Radio Online | Website | www.Radio-online.com | N/A | 0 | No |
| Radio Notas | Website | www.Radionotas.com | N/A | 4 | No |
| SCBA (Southern California Broadcasters Association) | Website | wwwscba.com | Ellen Dostal | 1 | No |
| All Access Music Group<br>(www.allaccess.com) | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| Word of Mouth/Walk-in/Industry or employee Referral | N/A | N/A | N/A | 3 | No |
| SBE (The Society of Broadcast Engineers) | Website | wwwsbe.org | N/A | 0 | No |
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**4) Job Title: Music Director** **Referral Source(s) of Hiree: Radio Notas**

| (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<br>915 "L" Street, Suite 1150<br>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)<br>7007 NW 77th Ave<br>Miami, FL 33166 | (305) 441-6901 | 0 | No |
| Career Builder | Website | wwwCareerbuilder.com | N/A | 0 | No |
| Radio Online | Website | www.Radio-online.com | N/A | 0 | No |
| Radio Notas | Website | www.Radionotas.com | N/A | 2 | No |
| SCBA (Southern California Broadcasters Association) | Website | wwwscba.com | Ellen Dostal | 0 | No |
| All Access Music Group<br>(www.allaccess.com) | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| Word of Mouth/Walk-in/Industry or employee Referral | N/A | N/A | N/A | 3 | No |
| SBE (The Society of Broadcast Engineers) | Website | wwwsbe.org | N/A | 0 | No |
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**5) Job Title: Social Media Coordinator** **Referral Source(s) of Hiree: 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<br>915 "L" Street, Suite 1150<br>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)<br>7007 NW 77th Ave<br>Miami, FL 33166 | (305) 441-6901 | 2 | No |
| Career Builder | Website | wwwCareerbuilder.com | N/A | 0 | No |
| Radio Online | Website | www.Radio-online.com | N/A | 0 | No |
| Radio Notas | Website | www.Radionotas.com | N/A | 0 | No |
| SCBA (Southern California Broadcasters Association) | Website | wwwscba.com | Ellen Dostal | 0 | No |
| All Access Music Group<br>(www.allaccess.com) | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| Word of Mouth/Walk-in/Industry or employee Referral | N/A | N/A | N/A | 3 | No |
| SBE (The Society of Broadcast Engineers) | Website | wwwsbe.org | N/A | 0 | No |
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**6) Job Title: Copy Writer** **Referral Source(s) of Hiree: 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<br>915 "L" Street, Suite 1150<br>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)<br>7007 NW 77th Ave<br>Miami, FL 33166 | (305) 441-6901 | 1 | No |
| Word of Mouth/Walk-in/Industry or employee Referral | N/A | N/A | N/A | 2 | No |
| Radio Online | Website | www.Radio-online.com | N/A | 1 | No |
| Radio Notas | Website | www.Radionotas.com | N/A | 0 | No |
| El Classificado | Eva Melgarejo | 11205 Imperial Highway<br>Norwalk, Ca 90650 | (323) 837-4080 | 0 | No |
| La Opinion Newspaper | Marisol Arenas | Marisol.arenas@laopinion.com | (213) 896-2015 | 0 | No |
| All Access Music Group<br>(www.allaccess.com) | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| SCBA (Southern California Broadcasters Association) | Website | wwwscba.com | Ellen Dostal | 1 | No |
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**7) Job Title: Account Executive (4)** **Referral Source(s) of Hiree: 1 SCBA & 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<br>915 "L" Street, Suite 1150<br>Sacramento, CA 95814 | (916) 444-2237 | 3 | No |
| KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com) | Jose Carbajal | (www.979laraza.com) & (www.963latino.com)<br>7007 NW 77th Ave<br>Miami, FL 33166 | (305) 441-6901 | 3 | No |
| Word of Mouth/Walk-in/Industry or employee Referral | N/A | N/A | N/A | 9 | No |
| Radio Online | Website | www.Radio-online.com | N/A | 0 | No |
| Radio Notas | Website | www.Radionotas.com | N/A | 0 | No |
| El Classificado | Eva Melgarejo | 11205 Imperial Highway<br>Norwalk, Ca 90650 | (323) 837-4080 | 0 | No |
| La Opinion Newspaper | Marisol Arenas | Marisol.arenas@laopinion.com | (213) 896-2015 | 0 | No |
| All Access Music Group<br>(www.allaccess.com) | Website | www.allaccess.com<br>28955 Pacific Coast Highway Suite 200 Malibu, Ca 90265 | (310) 457-6616 | 0 | No |
| SCBA (Southern California Broadcasters Association) | Website | wwwscba.com | Ellen Dostal | 6 | No |
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**6) Total # of Interviewees Referred:** For the period from August 1, 2014 through July 31, 2015, this Employment Unit interviewed 58 interviewees for 10 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 August 21, 2014, three Station employees attended the Los Angeles 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 September 12, 2014, 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

3. On October 18, 2014, three Station employees attended the Maywood Education 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 October 24, 2014, three Station employees attended the California EDD 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

5. On December 1, 2014, three Station employees attended the Job Fair @ Saddleback. 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

6. On April 1, 2015 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 industry and the job skills necessary to compete for them.

7. On May 16, 2015 three Station employees attended the Maywood Job & Career Fair. Participation in this event raised awareness and offered information about various career opportunities available in the broadcasting industry and the job skills necessary to compete for them.

8. On June 25, 2015 three Station employees attended the Choice Career Fair in LA International Airport. Participation in this event raised awareness and offered information about various career opportunities available in the broadcasting industry and the job skills necessary to compete for them.

**(b) Initiative: Educational outreach**

1. On March 20, 2015 Girls Scout Maywood Division participated on a takeover 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**

1. From September to December 2014, an intern from Los Angeles Film School interned in the Production department for course credit.

2. From September to December 2014, an intern from The Art Institute interned in the Production department for course credit.

3. From December to March 2015, an intern from The Art Institute interned in the Production department for course credit.

4. From January 2015 to April 2015, an intern from California State University interned in Production department for course credit.