

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **August 1, 2022 – July 31, 2023.**

- 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 5055 Wilshire Blvd Suite #720/740 Los Angeles, CA 90036	Telephone Number: (310) 229-3200
	Contact Person/Title: Sandy Sosa, Business Manager/HR
	E-mail Address: Ssosa@sbslosangeles.com

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

Job Title	Recruitment Source Referring Hiree
1. Local Sales Manager	Industry Referral

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

2) Job Title: Local Sales Manager**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)
Indeed	Website	www.indeed.com	N/A	1	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Ivelices Linares Thomas	(www.spanishbroadcasting.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	3	No
Glassdoor	Website	www.glassdoor.com	N/A	0	No
Ziprecruiter	Website	www.ziprecruiter.com	N/A	0	No

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6) Total # of Interviewees Referred: For the period from August 1, 2022, through July 31, 2023, this Employment Unit interviewed 4 interviewees for 1 full-time job vacancy.

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 21, 2022, two Station employees attended the Los Angeles 22nd Annual Diversity Employment 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 November 02, 2022, one Station employee attended the Long Beach 22nd Annual Diversity Employment 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 July 06, 2023, Two Station employees attended the West Hollywood 23rd Annual Diversity Employment 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: Contest and Promotions Training

On September 29, 2022, Promotions personnel in the employment unit participated in an SBS-sponsored contests and promotions training.

(c.) Initiative: Employee Vs. Freelancer Training

On November 14, 2022, management-level personnel in the employment unit participated in an Employee vs. Freelancer training for new vendor approval process.

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

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