

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2021 – July 31, 2022.

- 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. On-Air Personality / Music Director	Exigent Circumstances
2. Account Executive	Industry Referral
3. Sales Assistant	SBS Website
4. On-Air Personality	Exigent Circumstances
5. On-Air Personality (3)	Exigent Circumstances
6. Digital Coordinator	SBS Website
7. Continuity Coordinator	SBS Website

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

1) Job Title: On-Air Personality/Music Director Referral Source(s) of Hire: Exigent Circumstances

Due to the need for confidentiality in the hiring process, no recruitment was conducted for this position.

2) Job Title: Account Executive

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)
Indeed	Website	www.indeed.com	N/A	3	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Arisha Vasquez	(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

3) Job Title: Sales Assistant

Referral Source(s) of Hire: SBS Website

(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	2	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Arisha Vazquez	(www.spanishbroadcasting.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	3	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	1	No
Glassdoor	Website	www.glassdoor.com	N/A	0	No
Ziprecruiter	Website	www.ziprecruiter.com	N/A	0	No

4) Job Title: On-Air Personality Referral Source(s) of Hiree: Exigent Circumstances

Due to the need for confidentiality in the hiring process, no recruitment was conducted for this position.

5) Job Title: On-Air Personality (3) Referral Source(s) of Hiree: Exigent Circumstances

The station had an immediate need for a new broadcast team. The three-person team became available and was hired without recruitment.

6) Job Title: Digital Coordinator Referral Source(s) of Hiree: SBS Website

(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	0	No
KLAX & KXOL Station Website (www.979laraza.com) & (www.963latino.com)	Arisha Vazquez	(www.spanishbroadcasting.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	3	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	1	No
Glassdoor	Website	www.glassdoor.com	N/A	0	No
Ziprecruiter	Website	www.ziprecruiter.com	N/A	0	No

7) Job Title: Continuity Coordinator Referral Source(s) of Hiree: SBS Website

(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)	Arisha Vazquez	(www.spanishbroadcasting.com) 7007 NW 77 th Ave Miami, FL 33166	(305) 441-6901	3	No
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	4	No
Glassdoor	Website	www.glassdoor.com	N/A	0	No
Ziprecruiter	Website	www.ziprecruiter.com	N/A	0	No
MP Recruiters	Ashley Pfaltzgraff	www.mp-hr.com	N/A	1	No

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6) Total # of Interviewees Referred: For the period from August 1, 2021, through July 31, 2022, this Employment Unit interviewed 25 interviewees for 9 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

On March 09, 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.

(b) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

SBS, the owner of KXOL and KLAX, has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. On January 24, 2022, this training program included a webinar on the FCC's Political broadcasting rules. This webinar was repeated on May 18, 2022. Station personnel in the employment unit participated in both webinars.

(c) Initiative: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

SBS, the owner of KXOL and KLAX, has a formal training program which includes training of management-level personnel on EEO. On June 23, this training program included a legal compliance training webinar which included a focus on the FCC's EEO rules. Station personnel in the employment unit participated in this webinar.

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

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

(e) Initiative: Internship Program

From January 2022 to April 2022, an intern from Hollywood Cultural College, CA interned in the Production department for course credit.