

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: 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. 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 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	1	No
Caljobs	Website	www.Caljobs.Ca.com	N/A	0	No

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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 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	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 (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	3	No
Cal Jobs	Website	caljobs.ca.gov	N/A	0	No

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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 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
Career Builder	Website	www.Careerbuilder.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	www.scba.com	Ellen Dostal	1	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
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	3	No
SBE (The Society of Broadcast Engineers)	Website	www.sbe.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 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
Career Builder	Website	www.Careerbuilder.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 (www.allaccess.com)	Website	www.allaccess.com 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 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	2	No
Career Builder	Website	www.Careerbuilder.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	www.scba.com	Ellen Dostal	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
Word of Mouth/Walk-in/Industry or employee Referral	N/A	N/A	N/A	3	No
SBE (The Society of Broadcast Engineers)	Website	www.sbe.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 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	2	No
Radio Online	Website	www.Radio-online.com	N/A	1	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
El Clasificado	Eva Melgarejo	11205 Imperial Highway 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 (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	1	No

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7) Job Title: Account Executive (4)

Referral Source(s) of Hire: 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 915 "L" Street, Suite 1150 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) 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	9	No
Radio Online	Website	www.Radio-online.com	N/A	0	No
Radio Notas	Website	www.Radionotas.com	N/A	0	No
El Clasificado	Eva Melgarejo	11205 Imperial Highway 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 (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	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.

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(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.