

LAZER BROADCASTING CORPORATION

EEO PUBLIC FILE REPORTS

FOR

STATIONS

Call Sign	Station ID	City of License
KLMG-FM	51221	Esparto, CA
KGRB-FM	24464	Jackson, CA
KBAA-FM	87969	Grass Valley, CA
KSTV-LP	34570	Sacramento, CA
KCCL-FM	52516	WOODLAND, CA

**This EEO Public File Report
Covers the Period of
August 1, 2022 to July 31, 2023**

Equal Employment Opportunity Public File Report

Stations KLMG, KGRB, KBAA, KSTV, KCCL 2022-2023

*Recruitment Activity Summary
August 1, 2022 - July 31, 2023*

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies 2

During the period ending on July 31, 2022 to August 1, 2023, the Stations filled the following full-time vacancies:

Job Title

Sales Account Executive (2)

2. Total Interviewees for Full-Time Vacancies

The Station interviewed the following total number of people for all full-time vacancies during the period covered in this Report: 6

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees
Sacramento Bee Newspaper	0
Sacramento Gazette Newspaper	0
Craigslist	4
Indeed	0
Radio Ads - KLMG/KGRB/KCCL/KBAA/KSTV	1
Industry Referral	1
Mars Media LLC	0
State University of Sacramento	0
Lazer Network Ads	0
Career Builder	0
Internal Posting/Employee Referral	0
Sacramento Chamber of Commerce	0
Employment Development Department	0

California Forward	0
Monster.com	0

Lazer Broadcasting also uses as recruitment sources, On-Air Ads, internet and Website Ads, In-house Posting, Employee Internal Hires or Promotions, Employee Referrals, Walk-ins and Call-ins to the stations.

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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If you have questions concerning this Report, contact: Alicia Miranda (805) 240-2070

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Sales Account Executive</u>
Recruitment Source that Referred the Hiree:	<u>Employee Referral</u>
Date Vacancy Opened:	<u>08/16/22</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>09/15/22</u>

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Sacramento Bee Newspaper 2100 Q Street, Sacramento, CA 95816 (916) 321-1000	0	No
Lazer Network Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Sacramento Gazette Newspaper 770 L Street, Suite 950, Sacramento, CA 95814 (916) 567-9654	0	No
Indeed.com 200 N. LaSalle Street, Suite 1100, Chicago, IL 60601 (773)-527-3600 Fax (773)-353-2452	0	No
Sacramento Chamber of Commerce One Capital Mall, Suite 300, Sacramento, CA 95814 (916)552-6800 Fax (916)443-2672	0	No
Select Staffing 4110 Truxel Road, Suite C, Sacramento, CA 95834 (916)-928-3742	0	No
Craigslist – ventura.craigslist.org	2	No
Lazer Broadcasting Corporation – Employee Transfer 298 Commerce Circle Sacramento, CA 95815 Phone (916) 900-8629 mbecerra@lazerbroadcasting.com	0	Yes
Industry Referral Ed Krumpf 23679 Calabasas Rd., Suite 768, Calabasas, CA 91302 (310) 909-3226	1	No
Internal Posting/Employee Referral-Re-hire Lazer Broadcasting Corporation 298 Commerce Circle, Sacramento, CA 95815	0	No
Radio Ads - KLMG,KGRB,KBAA,KSTV 298 Commerce Circle, Sacramento, CA - (916) 900-8629	0	Yes
California Forward (916) 441-0022 1107 9th Street, Suite 650, Sacramento, CA 95814 (916) 441-0022	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Sales Account Executive</u>
Recruitment Source that Referred the Hiree:	<u>Craigslist</u>
Date Vacancy Opened:	<u>02/24/23</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>03/13/23</u>

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Sacramento Bee Newspaper 2100 Q Street, Sacramento, CA 95816 (916) 321-1000	0	No
Lazer Network Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Sacramento Gazette Newspaper 770 L Street, Suite 950, Sacramento, CA 95814 (916) 567-9654	0	No
Indeed.com 200 N. LaSalle Street, Suite 1100, Chicago, IL 60601 (773)-527-3600 Fax (773)-353-2452	0	No
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Radio Ads - KLMG,KGRB,KBAA,KSTV 298 Commerce Circle, Sacramento, CA - (916) 900-8629	1	Yes
California Forward (916) 441-0022 1107 9th Street, Suite 650, Sacramento, CA 95814 (916) 441-0022	0	No

COMMUNITY OUTREACH AND OTHER RECRUITMENT ACTIVITIES

The Licensee has engaged in the following outreach activities during the period covered by this report

Internship Program	Supplemental Recruiting Activity	Lazer Broadcasting offers an internship program to individuals that are interested in the Broadcasting Industry. Individuals who are attending college can apply to this program for credits. We offer internships in programming, production and promotions departments. Overseen by: Miriam Becerra and Elsa Bello
Community Involvement	Development of Career Opportunities	Lazer Broadcasting Corporation provides tours of the station's facilities to any group or organizations requesting one (i.e. Elementary Schools, High Schools and Community Colleges or individuals that are interested in the broadcasting industry: Overseen by Alma Garcia and H.R.
Supplemental Recruitment Activity	Internal Recruitment	Lazer Broadcasting posts job opening internally to give the opportunity to the employees to apply and promote to different positions or refer a friend or anyone that they believe can be a good asset for the company. Participants: Elsa Bello, HR
Sponsorship	Live Program	Lazer Broadcasting sponsored a program for LATINIX to provide information to young adults on how they can get their high school diploma. Class orientation and information of how to qualify for the program. Participants: Alvaro Venegas Educator Alma Garcia, PSA Coordinator
Sponsorship	Live Programs	Lazer Broadcasting provides on-air programs to the Mexican Consulate in Sacramento to inform the community of different programs and specifically of a scholarship program offered to young Hispanics that are planning to attend the university. Representative: Ana Ochoa, Mexican Consulate in Sacramento. Participant from Lazer: Alma Garcia PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors live programs during the year for the Employment Development Department to inform job seekers of the services they offer in bringing the employers together with individuals that are searching for employment or would like to change their career path. Talking specifically about the Inline Mobile Service and the recent labor market statistics in Sacramento and the resources available to youth who are seeking employment.

		Participant: Johanna A. Wojciak and Alma Garcia, PSA Coordinator
Sponsorship	Live Programs	Lazer sponsors programs from several nonprofit organizations such as Absent Parents, to inform the community the consequences of having an absent parent from the home, the involvement of the parents in the prevention of youth crime, the involvement of the parents in physical and mental health and sexuality. As well as several other issues related to the education and involvement of both parents in the life of a youth. Participants: Claudia Martinez and Alma Garcia, PSA Coordinator
Recruiting	Job Recruiting	Lazer runs ads to recruit prospects for future positions. Participants: HR and Traffic Department
Community Involvement	Participation of informational event	Lazer Broadcasting together with The Migrant Program participated in various informational events to disseminate information of the services that are offered by the Migrant Program, such as services that are available for migrant students, who can received benefits from this program, the program helps ensure that children of migrant parents graduate from high school with the necessary requirements to move on to a college education. Participants: Juan Manuel Garcia and Alma Garcia PSA Coordinator
Career Fair	Consulate of Mexico Career Fair	Lazer Broadcasting sponsors the Mexican Cosulate in their college career fair that takes place in the General Cosulate of Mexico offices in Sacramento. The information provided to the community includes, how to apply for different scholarships, the importance of going to college, the educational system for higher education in the US. Workshops for planning and process of college admission and financial opportunities. Participants: Mariana Tyler and Miguel Molina Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Sponsored program from Mutual Housing California organization to inform the community of its services. The organization develops and operates resident-controlled communities for modest-income families in Sacramento and the Yolo County communities. Participants: Vanessa Guerra, Project Manager Alma Garcia, PSA Coordinator.
Sponsorship	Live Program	Lazer Broadcasting sponsors the Better Business Bureau to promote ways to avoid risk of being scammed. Ways to keep a good credit report and also discuss the student loan forgiveness program.

		Participants: Alma Galvan Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting and El Concilio de Liderazgo Latino educates the community about the different services this organization provides in the areas of Physical and Mental Health, Social Programs, School Programs, The Parent Project, Alcohol and Drug prevention program and Youth Activities to help grow leadership in our communities. Participants: Carlos Quiroz and Graciela Lopez Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors program from BBB to provide information about workshops that are available for small businesses that can help with developing appropriate plans to re-open for business during Covid-19.
Sponsorship	Sponsored Event	Lazer Broadcasting provides free programs to the Mexican Consulate and the CAMP Program of the University of Sacramento to educate the Hispanic community of the services offered by the university fair such as admission process, school transfers, the difference between community college and universities and financial aid information. Participants: Mariana Tyler, Alessandra Morrison and Miguel Molina Alma Garcia, PSA Coordinator
Sponsorship	Sponsor	Lazer sponsors programs for the Boys and Girls Club organization, to inform the public of the services offered by this org. and the benefits of youngsters participating on the different programs the organization offers. Participants: Everly Ban Torres Alma Garcia, PSA Coordinator
Sponsorship	Sponsor	Lazer sponsors programs for American River College to inform the community of the changes in immigration reforms and policies, the resources that are offered to undocumented students, etc. Participating Manuel Alejandro Perez Alma Garcia, PSA Coordinator
Sponsorship	Sponsor	Lazer sponsors free programs for United Latinos a nonprofit organization dedicated to helping the Latino community programs such as, assisting parents of high school students by taking them to universities and providing information about career and education as well as providing information about the process to enroll in a 4 year university. Participants: Hibbis Canon and Arturo Aleman Alma Garcia, PSA Coordinator.
Sponsorship	Sponsor	Lazer sponsors programs for the State University

		<p>of Sacramento to introduce information about their Courses, orientation for students and parents about the process of enrollment and financial aid. The purpose is to help high school students attend courses so they can live the experience of going to college and take advantage of extracurricular activities that are offered.</p> <p>Participants: Miguel Molina Alma Garcia, PSA Coordinator</p>