

**EEO PUBLIC FILE REPORT**  
**El Dorado Broadcasters LLC – Yuma Market**  
**June 1, 2022 through May 31, 2023**

**1) Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit El Dorado Broadcasters LLC – Yuma El Centro Market in Yuma, AZ that is comprised of Station(s) Stations KBLU-AM, KQSR-FM, KTTI-FM as an equal opportunity employer.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**2) Unit Members (Stations and Communities of License):**

KBLU(AM), Yuma, AZ (Fac ID No. 62233)  
 KQSR(FM), Yuma, AZ (Fac ID No. 12660)  
 KTTI(FM), Yuma, AZ (Fac ID No. 62234)

**3) EEO Contact Information for Employment Unit:**

El Dorado Broadcasters  
 11920 Hesperia Rd  
 Hesperia, CA 92345  
 (760)241-1313  
 Desiree Alvarez, Business Manager  
[DesireeAlvarez@EDBroadcasters.com](mailto:DesireeAlvarez@EDBroadcasters.com)

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Market Manager	5	5
Account Executive	2-4, 6-7, 9-12, 14, 18	7
Account Executive	2-4, 6-7, 9-12, 14, 18	9
Account Executive	2-4, 6-7, 9-12, 14, 18	9
Program Director	3, 5, 9, 14, 18-19	5

**5) Total # of Interviewees Referred: Market Manager**

**For the period from June 1, 2022 through May 31, 2023 this Employment Unit interviewed 6 interviewees for full-time job vacancies.**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Yuma Daily Sun <sup>1</sup> PO Box 271 Yuma, AZ 85364 <a href="mailto:jhein@yumasun.com">jhein@yumasun.com</a> 928-539-6892 FAX 928-539-6945	N	0
2	Arizona Western College (Handshake) <sup>2</sup> Career Development 9500 S Avenue 8 E Yuma, AZ 85365 (928) 344-7604 <a href="http://www.azwestern.edu/student-support/career-services/jobs-for-matadors">www.azwestern.edu/student-support/career-services/jobs-for-matadors</a>	N	0
3	Radio Website/Ads KTTI/KBLU/KQSR Station Websites: <a href="http://www.kttifm.com">www.kttifm.com</a> ; <a href="http://www.kqsrfm.com">www.kqsrfm.com</a> ; <a href="http://www.kbluam.com">www.kbluam.com</a> 755 W 28 <sup>th</sup> Street Yuma, AZ 85364 (928) 344-4980	N	0
4	On – Air El Dorado Broadcasters KTTI/KBLU/KQSR	N	0
5	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>	N	6
6	YPIC <sup>3</sup> 3834 W 16 <sup>th</sup> Street Yuma, AZ 85364 (928) 329-0990 Fax (928) 783-1825 <a href="mailto:Pgoetz@ypic.com">Pgoetz@ypic.com</a>	N	0
7	Employee Referral	N	0
8	Virtual Job Fair The University of Arizona 1435 E 4 <sup>th</sup> St. Room 301AA Tucson, AZ 85721 <a href="mailto:careerservices@arizona.edu">careerservices@arizona.edu</a>	N	0
9	Walk In/Self-Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Goodwill Career Center 1600 S 4th Ave Yuma, AZ 85364 Edna Cordova <a href="mailto:edna.cordova@goodwillaz.org">edna.cordova@goodwillaz.org</a>	N	0
11	Arizona Broadcasters Association <sup>2</sup> <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	N	0
12	National Alliance of State Broadcasters Association <a href="http://Carecpage.org">Carecpage.org</a>	N	0
13	Virtual Job Fair UNMET Jobs Arizona 2021 100 N 7 <sup>th</sup> Ave., Ste. 400 Phoenix, AZ 85007 <a href="http://www.eventbrite.com">www.eventbrite.com</a>	N	0
14	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	N	0
15	Radio Business Report <a href="http://www.rbr.com">www.rbr.com</a>	N	0
16	Radio Ink <a href="http://www.radioink.com">www.radioink.com</a>	N	0
17	Pink-Jobs <a href="http://www.pink-jobs.com">www.pink-jobs.com</a>	N	0
18	Radio-Online <a href="http://www.radio-online.com">www.radio-online.com</a>	N	0
19	Carver Talent LLC <sup>4</sup> 5319 Loon Nest Ct. Apollo Beach, FL 33572	N	0
<sup>4</sup> Carver Talent utilizes their own recruitment sources to disseminate job openings. They also maintain their own list of interviewees.			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			6

**6) Total # of Interviewees Referred: Account Executive (3 Hires under this recruitment)**

**For the period from June 1, 2022, through May 31, 2023 this Employment Unit interviewed 10 interviewees for full-time job vacancies.**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Yuma Daily Sun <sup>1</sup> PO Box 271 Yuma, AZ 85364 <a href="mailto:jhein@yumasun.com">jhein@yumasun.com</a> 928-539-6892 FAX 928-539-6945	N	0
2	Arizona Western College (Handshake) <sup>2</sup> Career Development 9500 S Avenue 8 E Yuma, AZ 85365 (928) 344-7604 <a href="http://www.azwestern.edu/student-support/career-services/jobs-for-matadors">www.azwestern.edu/student-support/career-services/jobs-for-matadors</a>	N	0
3	Radio Website/Ads KTTI/KBLU/KQSR Station Websites: <a href="http://www.kttifm.com">www.kttifm.com</a> ; <a href="http://www.kqsrfm.com">www.kqsrfm.com</a> ; <a href="http://www.kbluam.com">www.kbluam.com</a> 755 W 28 <sup>th</sup> Street Yuma, AZ 85364 (928) 344-4980	N	1
4	On – Air El Dorado Broadcasters KTTI/KBLU/KQSR	N	0
5	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
6	YPIC <sup>3</sup> 3834 W 16 <sup>th</sup> Street Yuma, AZ 85364 (928) 329-0990 Fax (928) 783-1825 <a href="mailto:Pgoetz@ypic.com">Pgoetz@ypic.com</a>	N	0
7	Employee Referral	N	2
8	Virtual Job Fair The University of Arizona 1435 E 4 <sup>th</sup> St. Room 301AA Tucson, AZ 85721 <a href="mailto:careerservices@arizona.edu">careerservices@arizona.edu</a>	N	0
9	Walk In/Self-Referral	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Goodwill Career Center 1600 S 4th Ave Yuma, AZ 85364 Edna Cordova <a href="mailto:edna.cordova@goodwillaz.org">edna.cordova@goodwillaz.org</a>	N	1
11	Arizona Broadcasters Association <sup>2</sup> <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	N	0
12	National Alliance of State Broadcasters Association <a href="http://Careepage.org">Careepage.org</a>	N	0
13	Virtual Job Fair UNMET Jobs Arizona 2021 100 N 7 <sup>th</sup> Ave., Ste. 400 Phoenix, AZ 85007 <a href="http://www.eventbrite.com">www.eventbrite.com</a>	N	0
14	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	N	1
15	Radio Business Report <a href="http://www.rbr.com">www.rbr.com</a>	N	0
16	Radio Ink <a href="http://www.radioink.com">www.radioink.com</a>	N	0
17	Pink-Jobs <a href="http://www.pink-jobs.com">www.pink-jobs.com</a>	N	0
18	Radio-Online <a href="http://www.radio-online.com">www.radio-online.com</a>	N	0
19	Carver Talent LLC <sup>4</sup> 5319 Loon Nest Ct. Apollo Beach, FL 33572	N	0
<sup>4</sup> Carver Talent utilizes their own recruitment sources to disseminate job openings. They also maintain their own list of interviewees.			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			10

**7) Total # of Interviewees Referred: Program Director**

**For the period from June 1, 2022, through May 31, 2023, this Employment Unit interviewed 23 interviewees for full-time job vacancies.**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Yuma Daily Sun <sup>1</sup> PO Box 271 Yuma, AZ 85364 <a href="mailto:jhein@yumasun.com">jhein@yumasun.com</a> 928-539-6892 FAX 928-539-6945	N	0
2	Arizona Western College (Handshake) <sup>2</sup> Career Development 9500 S Avenue 8 E Yuma, AZ 85365 (928) 344-7604 <a href="http://www.azwestern.edu/student-support/career-services/jobs-for-matadors">www.azwestern.edu/student-support/career-services/jobs-for-matadors</a>	N	0
3	Radio Website/Ads KTTI/KBLU/KQSR Station Websites: <a href="http://www.kttifm.com">www.kttifm.com</a> ; <a href="http://www.kqsrfm.com">www.kqsrfm.com</a> ; <a href="http://www.kbluam.com">www.kbluam.com</a> 755 W 28 <sup>th</sup> Street Yuma, AZ 85364 (928) 344-4980	N	0
4	On – Air El Dorado Broadcasters KTTI/KBLU/KQSR	N	0
5	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>	N	20
6	YPIC <sup>3</sup> 3834 W 16 <sup>th</sup> Street Yuma, AZ 85364 (928) 329-0990 Fax (928) 783-1825 <a href="mailto:Pgoetz@ypic.com">Pgoetz@ypic.com</a>	N	0
7	Employee Referral	N	0
8	Virtual Job Fair The University of Arizona 1435 E 4 <sup>th</sup> St. Room 301AA Tucson, AZ 85721 <a href="mailto:careerservices@arizona.edu">careerservices@arizona.edu</a>	N	0
9	Walk In/Self-Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Goodwill Career Center 1600 S 4th Ave Yuma, AZ 85364 Edna Cordova <a href="mailto:edna.cordova@goodwillaz.org">edna.cordova@goodwillaz.org</a>	N	0
11	Arizona Broadcasters Association <sup>2</sup> <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	N	0
12	National Alliance of State Broadcasters Association <a href="http://Careerpage.org">Careerpage.org</a>	N	0
13	Virtual Job Fair UNMET Jobs Arizona 2021 100 N 7 <sup>th</sup> Ave., Ste. 400 Phoenix, AZ 85007 <a href="http://www.eventbrite.com">www.eventbrite.com</a>	N	0
14	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	N	2
15	Radio Business Report <a href="http://www.rbr.com">www.rbr.com</a>	N	0
16	Radio Ink <a href="http://www.radioink.com">www.radioink.com</a>	N	0
17	Pink-Jobs <a href="http://www.pink-jobs.com">www.pink-jobs.com</a>	N	0
18	Radio-Online <a href="http://www.radio-online.com">www.radio-online.com</a>	N	0
19	Carver Talent LLC <sup>4</sup> 5319 Loon Nest Ct. Apollo Beach, FL 33572	N	0
<sup>4</sup> Carver Talent utilizes their own recruitment sources to disseminate job openings. They also maintain their own list of interviewees.			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			23

## RECRUITMENT INITIATIVES

1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	SEU makes all efforts to list available positions to a widespread list of organizations with the intent of reaching a diversified spectrum of qualified applicants.
3	Participate in activity/event for or on behalf of an educational institution relating to careers in broadcasting	On May 11, 2023, the SEU hosted engineering students from KOFA High School to shadow the programming department and allow them the opportunity to learn about broadcast radio.
4	Host a Job Fair	On May 24, 2023, the SEU hosted a Job Fair at the Studio Offices 755 W 28 <sup>th</sup> Street Yuma AZ
5	Provide training to personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On May 26, 2023, the SEU presented training to all Managers SEU provided training focused on but not limited to labor law, EEO compliance/outreach to management level personnel.