

EEO PUBLIC FILE REPORT
El Dorado Broadcasters LLC – Victor Valley Market
August 1, 2021, through July 31, 2022

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 – Victor Valley California Market in Hesperia, CA that is comprised of Station(s) Stations KATJ(FM), KATJ(HD2), KIXA(FM), KIXW(AM), KXVV(FM), KMPS(AM) and KZXY(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):

KATJ(FM), George, CA (Fac ID No. 29224)
 KATJ(HD2), George, CA (Fac ID No. 29224)
 KIXA(FM), Lucerne Valley, CA (Fac ID No. 55181)
 KIXW(AM), Apple Valley, CA (Fac ID No. 4)
 KZXY(FM), Apple Valley, CA (Fac ID No. 57920)
 KXVV(FM), Victorville, CA (Fac ID No. 72717)
 KMPS(AM), Hesperia, CA (Fac ID No. 72716)

3) EEO Contact Information for Employment Unit:

El Dorado Broadcasters
 11920 Hesperia Rd
 Hesperia, CA 92345
 (760)241-1313
 Erica Pagano, Business Manager
EricaPagano@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
Promotions Manager (Gorniak 11/1/21)	1, 3, 5, 9-11, 13-16, 20, 24, 26, 28, 30-31	15-Internal Promotion
Business Analyst (Hunt 10/25/21)	1-2, 6, 10, 14-16, 20, 30-31, 33	20-Non-Employee Referral
Account Executive Sales (Prichard 8/17/21)	1-7, 9-14, 16-18, 20-21, 24-34	14-Indeed
Account Executive Sales (Frontela 1/1/22)	1-6, 9-11, 13-18, 20-21, 24, 26-28, 30-32, 34	20-Non-Employee Referral
Account Executive Sales (Leabman 6/6/22)	1-6, 9-11, 13-18, 20-21, 24, 26-28, 30-32, 34	31-Station Website

5) Total # of Interviewees Referred: For the period from August 1, 2021 through July 31, 2022 this Employment Unit interviewed 25 interviewees for full-time job vacancies.

RS Number	RS Information	Posting Type	Interviews
1	AllAccess.com www.allaccess.com	Online	0
2	AM FM Jobs – Broadcast Employment Services www.amfmjobs.com	Online	0
3	Apple One – San Bernardino Branch 1955 S. Hunts Lane STE 210 San Bernardino, Ca 92408 Contact: Robert Tager P: (909) 884-6351 F: (909) 888-7037	Mail	0
4	Barstow Community College Career Center 2700 Barstow Rd. Barstow, Ca 92311 www.collegecentral.com/barstow P: (760) 252-2411	Online	0
5	Brandman University – Victor Valley Campus 13911 Park Ave, Suite 100 Victorville, CA 92392 E-mail: avernon@brandman.edu P: (760) 955-7555 ext. 2590	Mail	0
6	Cal Jobs Employment Development Department https://www.caljobs.ca.gov/vosnet/Default.aspx	Online	0
7	California Broadcasters Association www.yourcba.com	Online	0
8	Daily Press / Classified Dept.– Paid for Posts PO Box 1389 Victorville CA 92393 P: (760)241-7755 F: (760) 241-7145	Pay for Service	0
9	Department of Rehabilitation 15415 W Sand Street Victorville CA 92392 P: (760) 243-0830	Mail	0
10	Employee Referral	N/A	5
11	Goodwill Southern California 16934 Bear Valley Rd Victorville, CA 92395 P: (760) 780-4970 F: (760) 780-7978 e-mail: smuhammad@goodwillsocial.org	Mail	0
12	Handshake https://joinhandshake.com/join-us/	Online	0
13	High Desert Hispanic Chamber Po Box 3231 Victorville, Ca 92393 www.hdhcc.victorville.com P: (760) 241-6661 F: (202) 318-7328	Mail	0
14	Indeed www.indeed.com	Online	10
15	Internal Posting/Candidate	N/A	1
16	Job Fair (as described in section III)	N/A	0
17	LinkedIn www.linkedin.com	Online	1
18	Local Veterans Employment Southern Division (EDD) 17310 Bear Valley Rd Suite 109 Victorville CA 92395 Contact: Luis Urgiles Luis.urgiles@edd.ca.gov P: (760) 552-6537	Email	0

19	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, CO 80126 Contact: Art Scott P: (303) 400-5150 art@mediarecruiter.com http://mediarecruiter.com/postajob.asp	Online	0
20	Non-Employee Referral	N/A	2
21	On-Air Announcements	N/A	1
22	Radio Business Report & Television Business Report www.rbr.com Mediapaper1@tvbrepaper.com	Online	0
23	Radio Ink Classified https://radioink.com/	Online	0
24	San Joaquin Valley College 9331 Mariposa Road Hesperia, Ca 92345 P: (760) 948-1947 Contact: Adamina McKenzie Adamina.McKenzie@SJVC.edu	Mail	0
25	Southern California Broadcasters Association. (SCBA) 5670 Wilshire Blvd, Suite 200 Los Angeles, Ca 90036 P: (323) 938-3100 F: (323) 938-8600 https://scba.com/submit-a-job-posting/	Online	0
26	St. John of God 13333 Palmdale Rd. Victorville, Ca 92392 Contact: Jacqueline Morgan P: (760) 241-4917 F: (760) 241-8911	Mail	0
27	Traffic Directors Guild of America 26000 Avenida Aeropuerto San Juan Capistrano, CA 92675 P: (949) 429-7063 F: (949) 429-7083 https://newtdga.org/ tdgaorg@gmail.com	Email	0
28	University of La Verne – High Desert Campus 15447 Anacapa Road, Suite 100 Victorville, CA 92392 Contact: Vernon Blakely e-mail: gblakely@laverne.edu (760)843-0086	Mail	0
29	Victor Valley Community College Career Center 18422 Bear Valley Rd. Victorville, Ca 92395 Contact: Sheree Caldwell P: (760) 245-4271 ext. 2361 www.vvc.edu/calworks	Mail	0
30	Walk In/Self	N/A	0
31	Website - SEU's Station https://y102fm.com/ https://thefox1065.com/ https://lax1031.com/ https://talk960.com/ https://hdhiphop963.com/ https://www.edbroadcasters.com/careers	Greg Russo	5
32	Workforce Development Department -San Bernardino County American Job Center of California 17310 Bear Valley Rd Suite 109 Victorville CA 92395 Contact: Mike Holtz P: (760) 524-7746 F: (760) 552-6553 Email: mholtz@wwd.ebcounty.gov	email	0

33	Pink Jobs https://pink-jobs.com/	Online	0
34	Radio Online https://menu.radio-online.com/	Online	0
35	Carver Talent Agency	Contract/Paid for Agency	0
Total Interviews			25

6). Recruitment Initiatives:

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Provide training to personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On July 14, 2022, the SEU presented training to all employees on looking for and referring candidates for employment and how to provide an opportunity for individuals seeking employment and to learn about local businesses, including careers in broadcasting. That we are an equal opportunity company, to be on the lookout for potential employees without discrimination, harassment. I went over that we do not hire based on race, sex, color, religion, national origin, age, disability, sexual orientation, or any other form of discrimination.
2	Participate in job fair	On May 11, 2022, the SEU Participated in the Victor Valley College Job Fair. Our General Manager, Sales Manager Attended, and Promotions Managers attended.
3	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	All available positions are posted with multiple minority media organizations, such as Southern California Broadcasters Association, California Broadcasters Association, High Desert Hispanic Chamber (See section II for detail) Listing positions with these organizations assists SEU in reaching a diversified spectrum of qualified applicants.
4	Participate in events sponsored by local organizations, workshops, career days, conventions.	The SEU is a member on the Board of Directors for High Desert Employer Advisory Council. VP Finance & Regional Business Manager are Serving as part of the Board working on Publicity and Event Co-ordination workshops for High Desert Employers to provide an opportunity for individuals seeking employment and to learn about local businesses, including careers in broadcasting.
5	Scholarship Programs	Participated and promoted the DeDe McGuire Foundation Scholarship program and on February 28, 2022, awarded \$2500 on station KATJ-HD2 DeDe in the Mornings show to one of our listeners.
6	Participate in events sponsored by local organizations, workshops, career days, conventions.	On August 30, 2021, SEUs' News Director met with students at Hesperia high School. He spoke to students in the journalism class about careers in media/news and how they can help contribute to HD Daily News. Q&A about viable careers in media followed.
7	Participate in events sponsored by local organizations, workshops, career days, conventions.	On September 14, 2021, SEUs' News Director spoke via zoom to Apple Valley High School students in the journalism class about media jobs and how they can submit stories to our local publication for real life resume credits when applying to jobs in the media world.
8	Participate in events sponsored by local organizations, workshops, career days, conventions.	On September 29, 2021, SEUs' News Director met with Oak Hills High School (advanced, broadcast journalism class) about media relevant jobs, my career and journey in entertainment and media and how they can contribute to local news through our organization. A Q&A session also presented. Took intern so students can see how someone just starting out in the field likes it.

9	Participate in job fair	On September 21, 2021, SEU attended the Abundant Living Family Church Job Fair. On Air Talent and Promotions Director attended.
10	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Between August 19, 2021, and July 12, 2022, SEU Business Manager & Controller attended 16 unique presentations by the EAC Focusing on Recruitment, Employment Law, Diversification in the Workplace, Inclusion in the Workplace and multiple other anti-discrimination and equal employment opportunity topics.
11	Sponsor events in the community designed to inform the public about broadcast employment opportunities	Between September 25, 2021, and March 26, 2022, SEU hosted our three unique events that focused on women, children, and family. During these events, the SEU discussed available opportunities and educated the attendees on careers in radio broadcasting.