

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: August 1, 2014 – July 31, 2015.

1) Employment Unit: El Dorado Broadcasters – Victorville, CA

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

KATJ(FM), George, CA
 KIXA(FM), Lucerne Valley, CA
 KIXW(AM), Apple Valley, CA
 KZXY(FM), Apple Valley, CA

3) EEO Contact Information for Employment Unit:

Mailing Address: El Dorado Broadcasters 12370 Hesperia Road Suite 16 Victorville, CA 92395	Telephone Number: (760)241-1313
	Contact Person/Title: Desiree Alvarez, Business Manager
	E-Mail Address: DesireeAlvarez@EDBroadcasters.com

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

	Job Title	Recruitment Source
(1)	Outside Sales	Radio Advertisement

5) Job Title: (1) Account Executive Referral Source(s) of Hire: Radio Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
San Bernardino County Workforce Development Department	Michael Holtz	American Job Center of California 17310 Bear Valley Rd, Suite 109 Victorville CA 92395	P: 760-524-7746 F: 760-552-6553	1	Yes
Employment Development Department/CAL JOBS		caljobs.ca.gov			No
Barstow Community College Career Center	Tammy McCarthy	2700 Barstow Rd. Barstow, Ca 92311	P: 760-252-2411		Yes
Victor Valley Community College Career Center		18422 Bear Valley Rd. Victorville, Ca 92395	P: 760-245-4271		Yes
Southern California Department		12421 Hesperia Rd., Suite 10	P: 760-243-0830		Yes

Stations KATJ(FM), KIXA(FM), KIXW(AM) and KZXY(FM) are Equal Opportunity Employers.

of Rehabilitation		Victorville, Ca 92395			
AllAccess.com		www.allaccess.com			No
High Desert Hispanic Chamber	Donna Mertens	14286 California Ave. Suite 104 Victorville, Ca 92392 hdhcc.victorville.com	P: 760-241-6661		Yes
Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd, Suite 200 Los Angeles, Ca 90036 scba.com	P: 323-930-5598 F: 323-932-1425		No
On-Air Announcements (across all SEU stations)				1	No
Job Fair (as described in section 7)					No
California Broadcasters Association		www.yourcba.com			No
Employee Referral				1	No
Walk-In/Self -Referral				2	No
Non-Employee Referral					No
Internal Posting/Candidate					No
4EntertainmentJobs.com		www.4EntertainmentJobs.com	P: 562-423-4137		No
St. John of God	Jacqueline Morgan	13333 Palmdale Rd. Victorville, Ca 92392	P: 760-241-4917 F: 760-241-8911		Yes
Radio Business Report & Television Business Report		rbr.com Mediapaper1@tvbrepaper.com			No
SEU's Station Websites		katcountry1007.com thefox1065.com y102fm.com talk960.com			No
Apple One – San Bernardino Branch	Robert Tager	165 W Hospitality Lane, Suite 23 San Bernardino, Ca 92408 e-mail: RTager@AppleOne.com	P: 909-884-6351 F: 909-888-7037		Yes
Brandman University – Victor Valley Campus	Nicole Campbell	12421 Hesperia Road. Suite C-6 Victorville, CA 92395 ncampbel@brandman.edu	P: 760-955-7555 ext 2590		No
San Joaquin Valley College	Sharla Greiner	9331 Mariposa Road Hesperia, Ca 92345 e-mail: Sharla.Greiner@sjvc.edu	P : 760-948-1947		No
University of La Verne – High Desert Campus	Erin Lockett	15447 Anacapa Road, Suite 100 Victorville, Ca 92392 e-mail: ELockett@LaVerne.edu	P : 760-843-0086	1	No
Goodwill Southern California	Cristina Rogokos	14580 Seventh Street Victorville, CA 92395 e-mail: crogokos@goodwillsocal.org	P : (760)844-5356		Yes
Victor Valley Jobs		https://www.facebook.com/VictorValleyJobs			No
Career Coaching Services	Robin Rask	P.O. Box 2113 Victorville, CA 92393	P: 760-241-8737		No
Station Facebook Pages		https://www.facebook.com/y102fm https://www.facebook.com/katcountry1007 https://www.facebook.com/1065TheFox			No

6) Total # of Interviewees Referred: For the period from August 1, 2014 through July 31, 2015, this Employment Unit interviewed 6 interviewees for full-time job vacancies.

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7) Supplemental Recruitment Initiatives.

A) Participate in Job Fairs (4)

San Bernardino County High Desert Regional Job Fair

August 13th, 2014

Personnel Involved: General Manager, Operations Manager, KZXY PD, Business Manager, Assistant Business Manager, Street Team

The Employment Unit Sponsored and participated in the High Desert Regional Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

San Bernardino County EDD Youth Job Fair

September 12, 2014

Personnel Involved: General Manager, KZXY PD, Street Team

The Employment Unit Sponsored and participated in the San Bernardino County EDD Youth Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

4D College Job Fair

September 17th, 2014

Personnel Involved: General Manager, KZXY PD, Street Team

The Employment Unit participated in the 4D College Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

A Day of Hope Job Fair

April 25, 2015

Personnel Involved: General Manager, KZXY PD, Street Team

The Employment Unit participated in the Community Health Action Network- A Day of Hope Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

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B) Host Job Fairs (1)

Victor Valley College Community Job Fair

May 7, 2015

Personnel Involved: General Manager, Assistant Business Manager, KZXY PD

The Employment Unit Hosted and participated in the Victor Valley College Community Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

C) Participation in Career Events Sponsored by Educational Institutions (6)

Teachers R Heroes Program

May 2014 – April 2015

Personnel Involved: On-Air Talent/Program Directors and our Market Controller

The Employment Unit participated in the “Teachers Are Heroes” program. The SEU employees attended a total of six different schools during the program. Each school puts together an assembly where we provide students with radio station information and general employment information regarding broadcasting careers. The assembly concludes with honoring one teacher for their efforts toward the students.

D) Training of Management-Level Personnel (1)

Total HR Supervisor Harassment and Discrimination Training

April 28, 2015

Personnel Involved: General Manager, Sales Manager, Business Manager, Assistant Business Manager, KZXY PD, Operations Manager, IT Manager, Engineer

Employment Unit management-level personnel participated in Total HR’s 2 hour Supervisor Harassment and Discrimination Training, which included online training regarding ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination with focus on EEO outreach and proper practices when hiring and recruiting.

E) Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions. (3)

High Desert Employer Advisory Council Supervisor Training- Management Guidelines for Developing Effective Leadership Skills

October 9, 2014

Personnel Involved: General Manager

Employment Unit General Manager participated in HDEAC's Supervisor Training- Leadership Skills that help Supervisors Excel training, which included recognizing and rewarding employees, disciplining employees, recruitment and hiring practices, and training regarding handling employee grievances.

High Desert Employer Advisory Council- Legislative Update and The Hottest HR topics today

January 9, 2015

Personnel Involved: Business Manager, Assistant Business Manager, Sales Manager

Employment Unit participated in HDEAC's Training- Legislative Update and The Hottest HR topics today, which included an overview of new legislation and legal developments affecting labor and employment laws for 2015.

High Desert Employer Advisory Council- California's New Healthy Workplace Healthy Family – Sick Leave Law Update

July 9, 2015

Personnel Involved: Business Manager, Assistant Business Manager

Employment Unit participated in HDEAC's Training- California's New Healthy Workplace Healthy Family – Sick Leave Law Update, which included an overview of new legislation and legal developments affecting labor and employment laws for 2015.

(F) List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities

Ongoing

All available positions are posted with multiple minority media organizations, such as Southern California Broadcasters Association, California Broadcasters Association, and High Desert Hispanic Chamber. (See section 5 for detail) Listing positions with these organizations assists SEU in reaching a diversified spectrum of qualified applicants.

(G) Scholarship Programs (1)

Victor Valley College Foundation Scholarship Program

Ongoing

SEU General Manager is on the board and votes on recipients of the Scholarship Program sponsored by the Victor Valley College Foundation. This program is not broadcast specific, but is the only local college in the SEU coverage area.

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