

**NRJ TV LA License Co, LLC, KSCI-TV, Channel 18, Long Beach, California  
ANNUAL EEO PUBLIC FILE REPORT**

**Statement of EEO Policy**

This EEO Public File Report has been prepared in accordance with Section 47 CFR 73.2080(c)(6).

This report covers full-time vacancy recruitment data for the period August 1, 2018 to July 31, 2019.

The KSCI Station Employment Unit includes commonly-controlled TV stations as listed below.

Call Sign	Community	Facility ID #
KSCI	Long Beach, CA	35608
KNET-CD	Los Angeles, CA	3167
KNLA-CD	Los Angeles, CA	167309

This report is being included in the public files of all three TV stations in the group.

This report has been prepared for NRJ TV LA License Co, LLC, KSCI-TV, Channel 18 licensed to Long Beach, California.

EEO Contact information for NRJ TV LA License Co, LLC is:

<b>KSCI-TV</b>	<b>Telephone No. 310-442-2304</b>
<b>1990 S. Bundy Suite 175</b>	<b>Contact person: Dennis Davis</b>
<b>Los Angeles, CA 90025</b>	<b>Email Address: ddavis@la18.tv</b>

Anyone wanting Information of job vacancies at KSCI-TV should contact the Human Resources Department.

**Full-time vacancies filled during the period August 1, 2018 through July 31, 2019**

	Full-Time Positions Job Title	Recruitment Sources Used (See attached listing)	Successful Applicant	Total Number Interviewed (from all Referral Sources)	Recruitment Source For Hiree
1	Chief Engineer	1,2,7,8,11,13,14	Rick Owen	2	2

<u>Recruitment Source &amp; Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
--	--	--

**INTERNAL RECRUITMENT**

1 Internal Candidate / Existing Employee	1	Chief Engineer
2 Employee Referral	1	Chief Engineer
3 Company Website All job openings are posted on the company website. at www.LA18.tv		
4 Word of Mouth (or unspecified)		
5 Job Notice Advertised on air at KSCI-TV 18 Some job vacancy notices are aired in-language in various programs on KSCI-TV		

**RECRUITMENT THROUGH WEBSITES & TRADE ORGANIZATIONS**

6 <b>Bond &amp; Associates</b> 1219 Morningside Drive, Suite 216 Manhattan Beach, CA 90266 Contact: Cindy Bond, President 310 302-1201		
7 <b>California Broadcasters Association</b> 915 "L" Street, Suite 1150 Sacramento, CA 95814 Contact: Joe Berry 916 444-2237		Chief Engineer
8 <b>Craigslist</b> craigslist.org 1381 9th Avenue San Francisco, CA 94122 415 566-6394 www.craigslist.org	6	Chief Engineer
9 <b>The Lucas Group</b> 1925 Century Park East, Suite 750 Los Angeles, CA 90067 Contact: Marie Bernardino 310 595-2629		
10 <b>Radio Korea Media Group</b> 3700 Wilshire Blvd., #670 Los Angeles, CA 90010 213 487-1300 / Fax 213 487-7455		
11 <b>Society of Broadcast Engineers</b> Indianapolis, Indiana Contact: Scott Jones 317 846-9000		Chief Engineer
12 <b>Facebook.com</b> 1601 S. California Avenue Palo Alto CA 94304 (650) 543-4800		
13 <b>TVJobs.com</b> Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800 374-0119 Contact: Mark Holloway, President		Chief Engineer
14 <b>Monster.com</b> 1560 W. Fountainhead Parkway, Ste 175 Tempe, AZ 85282 (480) 567-3789 www.monster.com		Chief Engineer

**Total**

8

**KSCI Station Employment Unit<sup>1</sup> EEO Initiatives (August 1, 2018 through July 31, 2019).  
Reporting Unit had 10 or fewer full-time employees.**

Initiative: Section 73.2080(c)(2)(iv) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Job Fair on 09/12/18: KSCI attended the USC Career Center Job Fair - USC. It provides a diversity of Asian job applicants looking for jobs that will allow them to use their Asian background. KSCI staffed a booth to meet with job candidates and collect prospective job candidate's information for current and future job openings. The career fair was attended by the Traffic Manager.

Job Fair on 11/08/18: KSCI attended the Diversity in Action International Career Fair by HG Plus. HG Plus partnered with USC with the goal of bridging the gap between US companies and international graduates in the USA. The event provides a diversity of Asian job applicants looking for careers that will allow them to use their Asian background. KSCI staffed a booth to meet with job candidates and collect prospective job candidate's information for current and future job openings. The career fair was attended by the Traffic Manager.

Initiative: Section 73.2080(c)(2)(viii) – Establishment of training programs designated to enable station personnel to acquire skills that could qualify them for higher level positions.

February 2019: Employee completed an online training program that consisted of sixteen hours of instructional training on 8-level vestigial sideband modulation for the transmission of digital television. This additional training and the completion of the program will provide the employee additional job promotion opportunities.

Initiative: Section 73.2080(c)(2)(ix) – Establishment of a mentoring program for station personnel.

The Stations master control supervisor developed a program designed to explore career advancement, set working goals and expand working knowledge and operational ability of several younger less experienced master control operators. The mentoring was also instructional on improving communication skills.

---

<sup>1</sup> The KSCI Station Employment Unit includes commonly-controlled TV stations KSCI, KNLA-CD, KNET-CD. KSCI, This report is being included in the public files of all three TV stations in the group, however its applicability for each station is limited to the time period during which each respective station was a member of the group, as outlined above.

Initiative: Section 73.2080(c)(2)(xii) – Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

KSCI lists all full-time job openings in on-line job banks with various organizations related to broadcasting who membership includes participation of women and minorities.

Initiative: Section 73.2080(c)(2)(xiv) - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Harassment Training:

KSCI management have taken online correspondent training courses by the California Chamber of Commerce regarding Harassment Prevention Training for Supervisors and passed the course for certification.

Initiative: Section 73.2080(c)(2)(xvi) - Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Job Bank:

KSCI posts job openings with many different organizations in the stations coverage area with over half of those posting with organizations centered on women or minority based membership. KSCI also posts job openings on internet job listings sites such as Craigslist, Monster, California Broadcasters Association and the Society of Broadcasting Engineers.