

**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, 2019 to July 31, 2020, except for KSCI it was sold to an unrelated party on January 31, 2020 and has been removed from this commonly-controlled reporting unit for the period of time from February 1 through July 31, 2020.

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:

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

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

These reporting units had ten or fewer full time employees for this reporting period.

For the period February 1, 2020 through July 31, 2020 the reporting units did not hire for any full time positions.

**NRJ TV Station Employment Unit¹ EEO Initiatives (August 1, 2019 through July 31, 2020).
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 09/24/19: KSCI attended the National Career in Anaheim, CA . The event is the only Job Fair Company in the country allowed to Co-Brand with monster.com. National Career Fairs also partners with Career Builder to advertise our job openings. The event provides a diverse group of job applicants looking for careers in the Television Industry. 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 11/20/19: KSCI attended the National Career Fair in Irvine, California. The event is the only Job Fair Company in the country allowed to Co-Brand with monster.com. National Career Fairs also partners with Career Builder to advertise our job openings. The event provides a diverse group of job applicants looking for careers in the Television Industry. 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.

September 2019: Employee participated in Online training of 14 hour to study and learn about network speed, audio compression, and latency, choosing the right audio compression algorithm for your given applications and error correction technology available to ensure secure and reliable audio transport.

November 2019: Employee participated in 8 hours of network security online training online training for broadcasters of structured implementation by following the OSI model

¹ The KSCI Station Employment Unit includes commonly-controlled TV stations KSCI, KNLA-CD, KNET-CD. KSCI, On February 1, 2020 KSCI was sold to an unrelated party and has been removed from this commonly controlled station reporting unit from February 1 to July 31, 2020. 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)(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.

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)(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.