

EEO PUBLIC FILE REPORT
El Dorado Broadcasters LLC – Victor Valley Market
August 1, 2020 through July 31, 2021

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
 Desiree Alvarez, Business Manager
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
Account Executive Sales	1-7, 9-14, 16-18, 20-21, 24-34	30
Account Executive Sales	1-7, 9-14, 16-18, 20-21, 24-34	20
Account Executive Sales	1-7, 9-14, 16-18, 20-21, 24-34	14
Account Executive Sales	1-7, 9-14, 16-18, 20-21, 24-34	10
Account Executive Sales	1-7, 9-14, 16-18, 20-21, 24-34	17
MMJ-News	1-7, 9-14, 18, 24-34	10
On Air Talent	1-7, 9-14, 18, 20, 24-34	20
Sales Manager - DSO	1-7, 9, 11-14, 18, 24-29, 31-35	14

5) Total # of Interviewees Referred: For the period from August 1, 2020 through July 31, 2021 this Employment Unit interviewed 55 interviewees for full-time job vacancies.

RS Number	RS Information	Posting Type	Interviews
1	AllAccess.com www.allaccess.com	Online	2
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	
10	Employee Referral	N/A	3
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	1
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	13
15	Internal Posting/Candidate	N/A	0
16	Job Fair (as described in section III)	N/A	1
17	LinkedIn www.linkedin.com	Online	5
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	6
21	On-Air Announcements	N/A	3
22	Radio Business Report & Television Business Report www.rbr.com Mediaper1@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	6
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	1
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	14
Total Interviews			55

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 March 2, 2021 the SEU Participated in webinar conducted by FCC general council Gregg Skall on compliance with Federal Communications Commission (FCC) Requirements (FCC EEO Training). Our General Manager, Business Manager and Michael Holtz -Business Services Representative of Workforce Development Department attended the webinar.
2	Provide training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcaster positions.	On March 2, 2021 the SEU Participated in webinar conducted by FCC general council Gregg Skall on compliance with Federal Communications Commission (FCC) Requirements (FCC EEO Training). Our General Manager, Business Manager and Michael Holtz -Business Services Representative of Workforce Development Department attended the webinar.
3	Participate in events sponsored by local organizations, workshops, career days, conventions.	On March 25, 2021 the SEU Participated in a webinar conducted by Workforce Development Department on "Fair Chance Hiring" Our Business Manager attended the webinar.
4	Participate in job fair	On June 5, 2021 the SEU Participated in The Church of Jesus Christ of Latter-Day Saints Community Job Fair and Career Expo Our General Manager and Sales Manager Attended
5	Participate in job fair	On June 2, 2021 the SEU Participated in the Victor Valley College Virtual Job Fair. Our Sales Manager Attended.
6	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.
10	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.
11	Provide training to personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 13, 2021 the SEU Employees participated in a 1-hour Harassment and Discrimination Prevention Training Compliance with Cal. Govt. Code 12950.1 through Sheppard Mullin and the California Employer Advisory Council. This training also focused on non-discrimination during interviewing and recruitment.
12	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On April 13, 2021 the SEU Management level employees participated in a 2-hour Harassment and Discrimination Prevention Training Compliance with Cal. Govt. Code 12950.1 through Sheppard Mullin and the California Employer Advisory Council. This training also focused on non-discrimination during interviewing and recruitment.

