

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KMEX-DT, Facility ID No. 35123, Los Angeles, CA
- KFTR-DT, Facility ID No. 60549, Ontario, CA
- KRCD(FM), Facility, ID No. 1025, Inglewood, CA
- KRCV(FM), Facility ID No. 19088, West Covina, CA
- KSCA(FM), Facility ID No. 24548, Glendale, CA
- KLVE(FM), Facility ID No. 35086, Los Angeles, CA

B. Reporting Period: August 1, 2022 – July 31, 2023

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R009520 Assistant Director of Technology	Other Job Board
2.	R011478 Account Executive	Internal Candidate
3.	R011841 Producer	TU Careers Website
4.	R012288 Account Coordinator	Employee Referral
5.	R013044 Producer	Internal Candidate
6.	R013058 On-Air Personality	Internal Candidate
7.	R014462 National Sales & Marketing Strategist	Internal Candidate
8.	R013536 Maintenance Engineer	Other Job Board

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 46

D. Recruitment Source Information

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	N/A	12	All Positions
Black Business Association Contact: Skip Cooper 3550 Wilshire Blvd., 5th Floor Los Angeles, CA 90032 Phone: 323-291-9334 mail@bbala.org	N/A	0	All Positions
California Chicano News Media Association Contact: Julio Moran Phone: 213-437-4408 ccnmaininfo@ccnma.org	N/A	0	All Positions
California State University, Dominguez Hills Contact: Edward Beanes 1000 E. Victoria Street, Welch Hall, Room 200 Carson, CA 90747 Phone: 310-243-3380	N/A	0	All Position Except No. 1
California State University, Dominguez Hills Career Center 1000 E. Victoria Street, Welch Hall, Room 200 Carson, CA 90747	N/A	0	All Positions Except No. 8

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Phone: (310) 243-3625 careercenter@csudh.edu			
California State University, Los Angeles Contact: Christopher Lenz 5151 State University Drive Los Angeles, CA 90032	N/A	0	All Positions Except No. 3 & 4
California State University, Los Angeles Contact: Marielena Becerra 5151 State University Los Angeles, CA 90037 Phone: 323-343-3237 careers@calstatela.edu	N/A	0	All Positions Except No. 8
Cal Work Contact: Elizabeth Lopez Phone: 714-782-2790	N/A	0	All Positions
Loyola Marymount University Contact: Adriana Estrada One LMU Drive Los Angeles, CA 90045 careers@lmu.edu	N/A	0	All Positions Except No. 8
Mar Vista Family Center Contact: Lucia Diaz 5075 S Slauson Ave. Culver City, CA 90230 Phone: 310-390-9607	N/A	0	All Positions
National Association for the Advancement of Colored People (NAACP) 3910 Martin Luther King Jr. Blvd. Los Angeles, CA 90059 Phone: 323-296-2630 hollywoodbureau@naacpnet.org	N/A	0	All Position Except No.1-4
National Association of Black Female Executives in Music & Entertainment, Inc. Contact: Johnnie Walker 111 S Highland St #388 Memphis, TN 38111 Phone: 901-236-8439 nabfeme@gmail.com	N/A	0	All Position Except No. 1-4
National Association of Hispanic Journalist (NAHJ) 1000 National Press Building 529 14th St. NW Washington, DC 20045 info@nahjcareers.org	N/A	0	All Position Except No. 1-4
National Association of Latino Independent Producers Contact: Vanessa Gonzalez 1642 Westwood Blvd. Ste 302 Los Angeles, CA 90042 Phone: 310-470-1061 membership@nalip.org	N/A	0	All Positions
National Hispanic Media Coalition (NHMC)	N/A	0	All Position Except No. 1-4

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Contact: Hannah 65 S Grand Ave. Unit 200 Pasadena, CA 91105 communications@nhmc.org			
Pacific Asian Consortium in Employment 1055 Wilshire Blvd. Suite 900 Los Angeles, CA 90017 Phone: 213-353-1677	N/A	0	All Positions
TV Jobs – Broadcast Employment Services (Online Portal) P.O. Box 4116 Oceanside, CA 92052 Phone: 800-374-1019	N/A	0	All Positions Except No. 4
University of Southern California Contact: William Noe Vela 300 817 W. 34th St. Los Angeles, CA 90089 Phone: 213-740-1480	N/A	0	All Positions
University of Southern California Contact: Erika Rodriguez 3601 Trousdale Parkway, Stu 110 Los Angeles, CA 90089 Contact: 213-740-9111 ocr@usc.edu	N/A	0	All Position Except No. 1-4
University of Southern California Latino Business Association Contact: Daisy Gonzalez 817 West 34th St., UUC 300 Los Angeles, CA, 90089 lbsa@usc.edu	N/A	0	All Positions
University of Southern California Contact: Maria Henke 3715 McClintock Ave Suite 111 Los Angeles, CA 90089	N/A	0	All Positions
University of Southern California Thornton School of Music Contact: Dale Howard 840 W. 34th St. Los Angeles, CA 90089 Phone: 213-740-3224 scmusind@usc.edu	N/A	0	All Positions
University of Southern California Annenberg School for Communications Contact: Zack Rigney 3502 Watt Way, AC 157 Los Angeles, CA 90089 Phone: 213-740-3912	N/A	0	All Position Except No. 1-4

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
California Baptist University	N/A	0	All positions
California College of the Arts	N/A	0	All positions
California Polytechnic State University – San Luis Obispo	N/A	0	All positions
California Polytechnic State University – Pomona	N/A	0	All positions
California State University – Bakersfield	N/A	0	All positions
California State University Chico	N/A	0	All positions
California State University, Los Angeles	N/A	0	All positions
California State University, Dominguez Hills	N/A	0	All positions
California State University, East Bay	N/A	0	All positions
California State University, Northridge	N/A	0	All positions
California State University, Sacramento	N/A	0	All positions
California State University, San Bernardino	N/A	0	All positions
California State University – San Marcos	N/A	0	All positions
California State University – Monterey Bay	N/A	0	All positions
California State University – Stanislaus	N/A	0	All positions
Loyola Marymount University	N/A	0	All positions
Saint Mary's College of California	N/A	0	All positions
University of California Berkeley	N/A	0	All positions
University of California Davis	N/A	0	All positions
University of California San Diego	N/A	0	All positions
University of California, Irvine	N/A	0	All positions
University of California, Los Angeles	N/A	0	All positions
University of California, Riverside	N/A	0	All positions
University of California, Santa Barbara	N/A	0	All positions
University of California, Santa Cruz	N/A	0	All positions
University of California – Merced	N/A	0	All positions
University of Southern California	N/A	0	All positions
Vanguard University of Southern California	N/A	0	All positions

In addition to the above recruitment sources, candidates were referred by the following recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	9
Internal Candidate	No	8
Employee Referrals	No	5
Other Job Board	No	10
Glassdoor	No	1
Social Referral/Social Media	No	1

E. Outreach Activities During Reporting Period:

Description	Dates
The employment unit participated in STEAM Career Day 2022 hosted by the California State University, Northridge. The event was attended by the Human Resources Manager and the HR Operations Lead.	09/15/2022

Description	Dates
The employment unit participated in Cal State LA Fall 2022 Career Fair; a virtual event hosted by California State University, Los Angeles. The event was attended by the HR Operations Lead.	10/04/2022
The employment unit participated in Fall Business, Government, & Technology hosted by the California State University, Dominguez Hills. The event was attended by the Human Resources Manager and the HR Operations Lead.	10/05/2022
The employment unit participated in the Arts & Entertainment Career Fair hosted by the California State University, Dominguez Hills. The event was attended by the Human Resources Manager and the HR Operations Lead.	11/02/2022
The employment unit participated in the Spring Virtual Career and Internship Fair hosted by the California State University, Dominguez Hills. The event was attended by the Human Resources Manager and the HR Operations Lead.	02/28/2023
The employment unit participated in the Spring Career Fair 2023 hosted by California State University, Northridge. The event was attended by the Human Resources Manager and the HR Operations Lead.	03/07/2023
The employment unit participated in the Cal State LA Spring Career Fair hosted by California State University, Los Angeles. The event was attended by the HR Operations Lead and the Senior Community Empowerment Coordinator.	03/09/2023
The employment unit participated in the Cal State LA Spring Career Fair hosted by California State University, Los Angeles. The event was attended by the Human Resources Manager and the HR Operations Lead.	02/23/2023
The employment participated in the Spring Career Fair 2023 hosted by California State University, Northridge. The event was attended by the Human Resources Manager.	04/12/2023
The employment participated in Feria de Salud y Caminata 5k (Health Fair and 5K Walk) hosted by Be Social Productions at East Los Angeles College. The employment unit had a booth where the Human Resources Manager and the HR Operations Lead, offered information on job vacancies. Be Social Productions serves as a bridge between organizations and the Hispanic community, helping to engage, create meaningful connections and promote collaboration.	03/11/2023
The interim General Manager spoke about her successful career in the broadcast industry at the “IPR Speaking Engagement” hosted by the Institute for Public Relations.	09/08/2022
The Vice President of News participated as a panelist at the “Debunking Misinformation in the Newsroom” event hosted by “Online News Association 2022 Convention.” Online News Association is the world's largest association of digital journalists.	09/22/2022
The employment unit participated at the SMART Career Fair hosted by L.A. Promise Fund – The Intern Project where the Senior Community Empowerment Coordinator was invited to speak about his professional experience and success. The L.A. Promise Fund’s mission is to improve academic achievement as well as college and career access and success for students in the Los Angeles area.	01/20/2023
The employment unit’s Anchor/Reporter was invited to speak about her heritage, education, and her professional success in the broadcast industry at the event hosted by the Los Angeles Unified School District (LAUSD). The event was held during Latino Heritage Month.	09/28/2022
The employment unit’s Reporter was honored at this event hosted by the non-profit organization “Chicas Mom Inc.” The Reporter spoke about her successful career in the broadcast industry and the opportunities available. The mission of Chicas Mom, Inc. is to empower and strengthen women, without limitation, by providing dynamic workshops, activities, resources, and aid to families within the community as needs arise.	09/30/2022
The Vice President of News participated in the virtual LAEDC Roundtable on Workforce Development in Media + Entertainment event hosted by Los Angeles	04/11/2023

Description	Dates
County Economic Development (LAEDC). He spoke about workforce development in the media and entertainment industry.	
<p>The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Hiring Managers and EEO Officer, completed the mandatory EEO Recruitment Program training during the reporting period.</p> <p>Additionally, all employees received the EEO Annual Notification Statement concerning the employment unit being an equal opportunity employer, dedicated to ensuring a diverse workforce by providing broad outreach to all qualified applicants regarding job vacancies at the station.</p>	<p>During the reporting period</p> <p>02/02/2023</p>
The employment unit established a partnership with the Television Academy to host one intern in the Operations Department.	During the reporting period
Listed upper-level positions with the California Chicano News Media Association, a media trade group whose membership includes substantial participation of women and minorities.	Throughout reporting unit