

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2009 – July 31, 2010.

- 1) **Employment Unit: Spanish Broadcast System, Inc./Los Angeles**
- 2) **Unit Members (Stations and Communities of License): KLAX-FM, East Los Angeles, CA (FIN 61638)
KXOL-FM, Los Angeles, CA (FIN 28848)**

3) EEO Contact Information for Employment Unit:

Mailing Address: Radio Stations KLAX-FM and KXOL-FM 10281 West Pico Blvd. Los Angeles, CA 90064	Telephone Number: (310) 203-0900
	Contact Person/Title: Liz Maldonado, Business Manager
	E-mail Address: lmaldonado@sbslosangeles.com

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

Job Title	Recruitment Source Referring Hiree
1. Morning show on-air personality	KLAX station website
2. Producer	Walk in
3. Sales Assistant	Employee promotion
4. Morning show on-air personality	KLAX station website
5. Traffic Coordinator	KXOL station website

5) Job Title: Producer

Referral Source(s) of Hire: Walk-in

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SCBA (Southern California Broadcasters Association)	LaFern Cusack	1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025	(310) 444-1431	0	No
KLAX Station Website (www.979laraza.com)	Arturo Hernandez	10281 West Pico Boulevard Los Angeles, CA 90064	(310) 229-3244	0	No
El Clasificado	Rosio Castaneda	1125 Goodrich Blvd Los Angeles, CA 90022 34.0165 -118.1556	(323) 837-4080	0	No
Radio Notas Website	N/A	www.radionotas.com	N/A	3	No
Word of Mouth/Walk-in/Industry Referral	N/A	N/A	N/A	1	No

5) Job Title: Sales Assistant

Referral Source(s) of Hiree: Employee Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SCBA (Southern California Broadcasters Association)	LaFern Watkins	1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025	(310) 444-1431	1	No
KLAX Station Website (www.979laraza.com) KXOL Station Website (www.latino963.com)	Arturo Hernandez	10281 West Pico Boulevard Los Angeles, CA 90064	(310) 229-3244	0	No
El Clasificado	Rosio Castaneda	1125 Goodrich Blvd Los Angeles, CA 90022 34.0165 -118.1556	(323) 837-4080	0	No
Radio Notas Website	N/A	www.radionotas.com	N/A	0	No
Word of Mouth/Walk-in/Industry Referral	N/A	N/A	N/A	2	No
Employee Promotion	N/A	N/A	N/A	1	No

Stations KLAX-FM and KXOL-FM are Equal Opportunity Employers.

6) Total # of Interviewees Referred: For the period from August 1, 2009 through July 31, 2010, this Employment Unit interviewed 18 interviewees for five full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Participation in Career and Job Fairs

1. On August 26, 2009, two Station employees attended Westwood College on-campus recruitment day in Torrance.
2. On October 29, 2009, two Station employees attended El Camino College internship and Job Fair in Torrance.
3. On November 05, 2009, two Station employees attended Mt. San Antonio College's 5th annual radio fest job fair in Walnut.
4. On March 27, 2010, two Station employees attended Bishop Mora Salesian High School "Family source center job/health fair" in Boyle Heights.
5. On June 10, 2010, three Station employees attended the Los Angeles 10th Annual Diversity Employment Day Career Fair.
6. On July 6, 2010, three Station employees attended the Santa Ana & Orange County's Annual Diversity Employment Day Career Fair.

(b) Initiative: Participation in Events Sponsored by Educational Institutions

1. On October 11, 2009, six Station employees attended the Santa Ana Youth Expo 2009 in Santa Ana. Youth were provided information on careers in broadcasting.
2. On October 14, 2009, News & PSA Director participated in the Annual Public Service Media Workshop 2009 presented by SCBA & Print, Interactive, Radio & Television Educational Society.
3. On October 29, 2009, two Station employees attended the Teen Rally & Health Fair at Washington High School in Los Angeles.
4. On February 5, 2010, two Station employees attended Nogales High School Career/Health Fair in La Puente. Students were provided information on careers in broadcasting.
5. On March 4, 2010, four Station employees participated in the 2nd Annual Dr. Seuss Multicultural/Community Read Aloud at Ritter Elementary in Los Angeles.
6. On March 20, 2010, two Station employees attended California State University of San Bernardino "Going the Distance how to get into college" in San Bernardino.
7. On March 20, 2010, two Station employees attended the Test-Fest 2010 health fair at Ruben Salazar Park in Los Angeles.

8. On April 1, 2010, three Station employees attended the 2010 Census Day Event in the City of Huntington Park.
9. On April 23, 2010 two Station employees attended Golden West College day in Huntington Beach. Students were provided information on careers in broadcasting.
10. On May 26, 2010, two Station employees attended Hollencrest Middle School Career Fair in West Covina. Students were provided information on careers in broadcasting.

(c) Initiative: EEO/Discrimination Training for Management Level Personnel

1. On September 23, 2009, Business Manager participated in the EEO workshop sponsored by the American Women in Radio and Television SoCal Chapter and Southern California Broadcasters Association.
2. On January 27, 2010, Business Manager attended Labor Law 2010 seminar sponsored by EDD and the Culver City Chamber of Commerce.

(d) Initiative: Internship Program

1. From September to December 2009, an intern from Cal State Fullerton worked in the Programming department for course credit.
2. From March to June 2010, an intern from Pasadena City College worked in Promotions department for course credit.
3. From March to June 2010, an intern from California State University Los Angeles worked in Promotions department for course credit.
4. From April to June 2010, an intern from Cal State University San Bernardino worked in Promotions department for course credit.
5. From June to August 2010, an intern from Fullerton College works in Production department for course credit.
6. From June to August 2010, an intern from Pasadena City College works in Production department for course credit.
7. From June to August 2010, an intern from Pasadena City College works in Production department for course credit.