

KEVC-CD, KLOB-FM, KMIR-TV, KPST-FM, KVER-CD
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Manager	1, 3-10, 12-14, 16	8
Production	1, 3-7, 9-10, 12-14, 16	7
Weatherperson	1, 4-7, 9-10, 12-14, 16	7
MMJ	1, 4-7, 9-10, 12-14, 16	7
MMJ	1, 4-14, 16	7
Traffic Coordinator TV & Radio	1, 3-10, 12-14, 16	8
Managing Editor	1, 4-7, 9-14, 16	11
Weatherperson	1-2, 4-13, 15-16	2
Production	1, 3-10, 12-14, 16	7
MMJ	1, 4-14, 16	8
MMJ	1, 4-14, 16	11
MMJ	1, 4-7, 9-10, 12-14, 16	7
MMJ	1, 4-7, 9-10, 12-14, 16	7
News Director	1, 3-10, 12-14, 16	7
News Producer	1, 4-10, 12-14, 16	7
News Producer	1, 4-7, 9-10, 12-14, 16	13
News Producer	1, 4-13, 16	11
Traffic Coordinator TV & Radio	1, 4-13, 16	7
Technical Director	1, 4-7, 9-13, 16	4
News Producer	1, 4-7, 9-13, 16	7
News Producer	1-2, 4-7, 9-13, 16	7
News Anchor	1, 4-13, 16	7
Technical Director	1, 4-7, 9-13, 16	7
Technical Director	1, 4-13, 16	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
2	California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, , California 95814 Url : http://www.yourcba.com http://www.yourcba.com http://www.yourcba.com Manual Posting	N	2
3	Craigslist 1381 9th Avenue San Francisco, California 94122 Url : http://www.craigslist.org Job Board Manual Posting	N	0
4	CSU Fullerton 800 N State College Blvd Fullerton, California Online Online Manual Posting	N	1
5	CSUSB 5500 University Parkway San Bernardino, California 92407 NA NA Manual Posting	N	2
6	EDD - CalJobs 72840 HWY 111 Ste C101 Palm Desert, California 92260 Url : http://www.caljobs.ca.gov Job Board Manual Posting	N	0
7	Entravision 2425 Olympic Blvd Ste 6000W Santa Monica, California 90404 Phone : 310-264-2355 Url : http://www.entravision.com John Mahan Manual Posting	N	42

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Indeed Employment Website Austin, Texas Employment Website Employment Website Manual Posting	N	8
9	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
10	Purple Briefcase - COD Website Palm Desert, California Url : https://app.purplebriefcase.com Job Board Manual Posting	N	7
11	San Diego State University San Diego San Diego, California Online Online Manual Posting	N	5
12	UC Riverside 900 University Ave Riverside, California 92521 Phone : 000-000-0000 Michelle Knighton Manual Posting	N	0
13	University of Redlands 1200 E Colton Ave Redlands, California 92373 NA NA Manual Posting	N	1
14	University of San Diego San Diego San Diego, California Phone : 7603415837 Url : https://app.joinhandshake.com/ Online Online Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Work In Entertainment, LLC 7010 E. Chauncey Ln., Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Url : www.workinentertainment.com Work In Entertainment, LLC Work In Entertainment, LLC Manual Posting	N	0
16	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/20/2021	Participation in Job Fairs	Members of our stations participated in a virtual job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was hosted by College of the Desert in Palm Desert CA, for a total of three hours.	2	Business Operations Manager News Director
2	9/23/2021	Participation in Job Fairs	Members of our stations participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was virtually hosted by the Valley Wide Job Expo located in Indio, CA. Duration of the participation was four hours.	2	Business Operations Manager News Director
3	3/17/2022	Participation in Job Fairs	Members of our stations participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was virtually hosted by College of the Desert located in Palm Desert, CA. Duration of the participation was four hours.	2	Business Operations Manager Sales Manager
4	3/31/2022	Participation in Job Fairs	A member of our station participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was hosted by the Riverside County Workforce located in Palm Desert, CA. Duration of the participation was four hours.	1	Business Operations Manager
5	4/1/2022	Establishment of a mentoring program	On April 1st of 2022 we launched a mentorship program where department managers selected a team member to mentor. The goal was to help existing team members grow in their current or future positions by having a manager bestow upon them their work and life experience.	4	Business Operations Manager Sales Manager Traffic Manager News Director