

CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD AUGUST 1, 2019 – JULY 31, 2020

Statement of EEO Policy

This Equal Employment Opportunity (EEO) Public File Report is filed in compliance with Section 73.2080 [c] [6] of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of radio stations KMYX 92.5 (Bakersfield, CA), and KBDS 103.9 (Bakersfield, CA).

Chavez Radio Group is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring equal opportunity in employment and non-discrimination in all of its policies and practices, including the area of employment. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

The Recruitment Sources are identified by number and listed (with contact information) in the following pages.

Full-Time job vacancies filled during the reporting period August 1, 2019 through July 31, 2020

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #11)	5
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #11)	7
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #11)	8
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #11)	7
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #1)	6
Total number of persons interviewed during applicable period:			33

SUPPLEMENTAL RECRUITMENT MEASURES:

In addition to direct job vacancy announcements and hiring procedures, we complied with the initiative outlined in the 2002 EEO Rule Sec. 73.2080 [c] [2] regarding supplemental recruitment activity. For this reporting period we participated in or conducted the following:

Activity/Description	Date	Staff Participant(s)	Sponsor / Initiator
<p><u>California Staff Convocation:</u> CCF holds a biannual staff convocation for the organization to gather and officially recognize and celebrate the achievements throughout each individual fund and its staff.</p>	8/26/19	CCF California Staff	CCF
<p><u>Arizona Staff Convocation:</u> CCF holds a biannual staff convocation for the organization to gather and officially recognize and celebrate the achievements throughout each individual fund and its staff.</p>	8/27/19	CCF Arizona, Washington, Nevada, and New Mexico Staff	CCF
<p><u>Texas Staff Convocation:</u> CCF holds a biannual staff convocation for the organization to gather and officially recognize and celebrate the achievements throughout each individual fund and its staff.</p>	8/29/19	CCF Texas Staff	CCF
<p><u>Michefest Concert:</u> Our organization regularly participate in the outreach programs. HR staff is on hand to discuss and answer questions about the organization and employment opportunities. We disseminate giveaways, pamphlets, flyers, and job applications to individuals interested in applying.</p>	9/29/19	HR Staff	Visalia Rawhide Baseball Club
<p><u>Telemundo Concert:</u> Our organization regularly participate in the outreach programs. HR staff is on hand to discuss and answer questions about the organization and employment opportunities. We disseminate giveaways, pamphlets, flyers, and job applications to individuals interested in applying.</p>	11/03/19	HR Recruiter And Radio Promoters	Telemundo
<p><u>Si Se Puede Learning Center Christmas Party (Shafter):</u> The HR staff host an annual Christmas luncheon for the Si Se Puede Learning Center. Donated gifts are handed out to school age children and they are educated on the organization and the founder, Cesar Chavez.</p>	12/18/19	HR Staff	CCF
<p><u>Senior Center Christmas Party (Bakersfield):</u> The HR staff host an annual Christmas luncheon for the CCF Community Center. Donated gifts are handed out to seniors while being educated on the organization and the founder, Cesar Chavez.</p>	12/19/19	HR Staff	CCF
<p><u>Si Se Puede Learning Center Christmas Party (Bakersfield):</u> The HR staff host an annual Christmas luncheon for the Si Se Puede Learning Center. Donated gifts are handed out to school age children and they are educated on the organization and the founder, Cesar Chavez.</p>	12/19/19	HR Staff	CCF

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral	1	Account Executive
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0	Account Executive
3	KMYX/KBDS – On Air Announcements 4300 Stine Road, Ste. 209 Bakersfield, CA 93313 Phone (661) 837-0745/Fax (661) 837-1612	0	Account Executive
4	California State University, Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311 Contact: Counselors (661) 654-2782 www.csub.edu	0	Account Executive
5	Bakersfield College – Job Placement Office 1801 Panorama Drive Bakersfield, CA 93305 www.bakersfeildcollege.edu	0	Account Executive
6	Bakersfield Adult School 501 South Mt Vernon Avenue Bakersfield, CA 93307 Contact: (661) 835-1855	0	Account Executive
7	Employment Development Department – State of California Cal-Jobs jobs bank 800 Capitol Mall MIC 83 Sacramento, CA 95814 www.caljobs.ca.gov (Online Input)	0	Account Executive
8	Employers Training Resource 2001 28th Street Suite C Bakersfield, CA 93301 Contact: (661) 336-6893 Email: officeadin@kchcc.org	0	Account Executive
9	JOB FEST – Kern County Job Fair Series Kern County Department of Human Services Phone: (661) 721-5122 / (661) 633-7036 Fax: (661) 725-4364 / (661) 633-7047 Email: cabrere@co.kern.ca.us / evetts@co.kern.ca.us	0	Account Executive
10	Craigslist 1381 9 th Ave., San Francisco, CA 94112 Email: jobs@craigslist.org	0	Account Executive
11	Indeed.com www.indeed.com	32	Account Executive
12	San Joaquin Valley College 201 New Stine Road Bakersfield, CA 93309 Contact: (661) 834-0126	0	Account Executive
13	University of Phoenix 4900 California Avenue Tower A Suite 300 Bakersfield, CA 93309 Contact: (661) 633-0300	0	Account Executive
14	California Broadcasters Association – Job Bank 915 “L” Street Suite 1150 Sacramento, CA 95814 Contact: (916) 444-2237 www.yourcba.com	0	Account Executive
15	Veterans Affairs 1110 Golden State Ave Bakersfield, CA 93301 Phone: (661) 323-8387 Fax: (661) 325-8387	0	Account Executive
TOTAL		33	