

CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD June 1, 2019 – May 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 KNAI (AM) 860 (Phoenix, AZ), KAHM(FM) Spring Valley, AZ, & KYCA(AM) Prescott, AZ

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 June 1, 2019 through May 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	Indeed (Source #9)	3
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #1)	3
Promotions	See Attached Recruitment Sources 1-30	Corporate Website (Source #1)	2
Account Executive	See Attached Recruitment Sources 1-30	Employee Referral (Source #1)	3
Total number of persons interviewed during applicable period:			11

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/Corporate Website	2	Account Executive / Promotions
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0	Account Executive
3	KNAI AM – On Air Announcements 1440 E Washington St Phoenix, AZ 85034 Phone (602) 269-3121 /Fax (602) 269-3020	0	Account Executive
4	Arizona State University 525 E University Dr Tempe, AZ 85281 Contact: Counselors (480) 965-2100 www.asu.edu	0	Account Executive
5	South Mountain College – Job Placement 7050 S 24 th St Phoenix, AZ 85042 Counseling Division (602)305-5608 www.southmountaincc.edu	0	Account Executive
6	Arizona Works AZ-Jobs jobs bank 302 North 1 st Avenue Phoenix, AZ 85003 www.arizonaatwork.com	0	Account Executive
7	Asociacion de Empresarios Latinoamericanos en Arizona 301 E Bethany Home Rd, Suite A125 Phoenix, AZ 85012 Contact: (602) 525-6948	0	Account Executive
8	Craigslist 1381 9 th Ave., San Francisco, CA 94112 Email: jobs@craigslist.org	0	Account Executive
9	Indeed.com www.indeed.com	9	Account Executive / Promotion
10	Phoenix College 1202 W Thomas Rd Phoenix, AZ 85013 Contact: (602) 285-7800	0	Account Executive
11	CPLC 1107 E Tonto St Phoenix, AZ 85034 Phone: (602) 257-0700	0	Account Executive
12	OIC 39 E Jackson St Phoenix AZ 85004 (602) 513-8311	0	Account Executive
TOTAL		11	

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>Chicanos Por La Causa Job Fair Phoenix, AZ</u> Chicanos Por La Causa in conjunction with City of Phoenix held a job fair at the Talking Stick Arena with over a hundred companies.</p>	8/14/19	GM, AE & Promotion	Chicanos Por La Causa & City of Phoenix
<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

Internship Program:

Established an internship program to assist community students acquire skills in broadcasting. During the reporting period, the promotion Department had one interns from Glendale Community College, community service intern, Spring semester of 2019. By helping at health fair and community fairs.

Participated in Job/Career Fairs:

August 14, 2019, Michael Nowakowski, General Manager represented KNAI La Campesina at the **Chicanos Por La Causa Job Fair Phoenix, AZ** Michael participated as a speaker to welcome and encourage individuals interested in radio broadcasting industry.

November 03, 2019 – KNAI La Campesina Stations participated at the **Telemundo Concert/ Job Fair**. Michael Nowakowski, GM; and Erick Hernandez, Promotions teach; encourage individuals to participate in the team and to stop by booth for more information answered job seekers

Participated in Events Sponsored by Educational Institutions:

February 16, 2019 KNAI participated in ASU/PBS community fair. Promotion team engaged with families and their children by provide a coloring book of Cesar Chavez.

On February 23, 2019 – Enchanted island Foster Kids Day KNAI Provide resources and support information for the events

On March 12, 2019 CPLC grand opening of engagement center located at Desert Sky Mall. The center house career and educational services. Michael Nowakowski GM spoke about including a radio broadcast future for people.

On March 23, 2019 KNAI created a health fair that education the community on the importance of great health. 3rd parties provided screen, supplies and information on health.

On April 13, 2019 Bike Rodeo at El Reposo park Michael Nowakowski, GM and promotion staff along with City of Phoenix Streets and Phoenix Police Department educated the community bike safety.

On May 3rd KNAI participated in a ribbon cutting. Michael Nowakowski GM spoke on the importance of health care.

On May 6 & 7 KNAI created a community fair that provide resource and culture information.

On June 8, 2019 Arizona State University Cesar Chavez leadership institute GM Michael Nowakowski close remarks on how higher education is important.

On August 15, 2019 Open House for Our Family Resource Center (Story time with GM) Michael read a book to children at a after school program.

On October 12, 2020 South Mountain education fair and baby shark event

On November 15, 2019 Lowell Elementary School assembly with Media on heads up & pedestrian safety

On December 7, 2019 Career Online High school graduation and reception GM spoke about possibly of the career opportunities in radio broadcasting and to continuing higher education.

On January 20, 2020 A day on for educational program on giving back to the community and key principals of MLK.

On May 8, 2020 KNAI created a promotion to educate Hispanic community on CDC guidelines and highlighted Hispanic nurses and their hard work.

Participated in Community Events

On April 6, 2019 University park / City of phoenix community fair Michael Nowakowski, GM and promotion staff spoke to encourage individuals to get more involved in their communities

On April 22, 2019 KNAI participated in an earth day planting tree event. KNAI staff encourage the importance of our environment

On May 18th, 2019 KNAI participated in the Star spangle celebration where GM and KNAI promotions staff MC'd the event to honor fallen police and fire fighters.

On September 16,2019 KNAI created a community fair that provide resource and culture information.

On October 5 219 Burton Bar Library "My first Census Event" where KNAI's promotions team educated, awareness and interaction with family of young children that will be count for the first time in Census 2020

On November 8-10, 2019 COPA Food City soccer tournament and clinic with over 10,000 kids participated

On December 7, 2019 Angeles Del Barrio Holiday Celebration of health fair at south mountain center.

On January 20, 2020 A day on for educational program on giving back to the community and key principals of MLK.

On March 7, 2020 community clean up that KNAI's promotion and GM spoke at the kick off on the importance of getting involved with the community.