

# CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD June 1, 2022 – May 31, 2023

**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) 101.9/860 (Phoenix, AZ) and KAHM (FM) Spring Valley, 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, 2022 through May 31, 2023**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Account Executive	All sources in attached recruitment source list	Employee Referral	3
Total number of persons interviewed during applicable period:			3

**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
Social Media Posts; Facebook, Instagram, TikTok, LinkedIn	November 9, 2022	Strategic Communications Department	
www.chavezfoundation.org	2022-2023	Open	
Campesina.com	2022-2023	Open	
"Participated as a media partner with the Cesar Chavez High School job fair event, using the radio station to attract a larger audience. Staff participated in recruiting efforts for vacant positions, DJs educated in importance of pursuing higher education.	4/12/2023	KNAI - Staff	

**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	KNAI – On Air Announcements 1440 E. Washington St. Phoenix, AZ 85034 602-269-3121		All
3	Arcoro Jobs www.arcoro.com	1	All
4	Indeed.com www.indeed.com	1	All
5	Zip Recruiter www.ziprecruiter.com		All
6	Better Jobs www.betterjobs.com		All
7	Chavez Foundation www.chavezfoundation.org		All
8	CareerJet www.careerjet.com		All
9	DirectEmployers Association https://directemployers.org		All
10	Glass Door www.glassdoor.com		All
	TOTAL	3	

**Internship Program.**

Worked with Arizona State University, Walter Cronkite School of Journalism, to acquire an intern to assist with programming research and data analysis. The Internship period began on January 16<sup>th</sup>, 2023 and ended May 26<sup>th</sup>, 2023.

**Participated in Community Events.**

7/16/2022 Tardeada del pueblo (We hosted a free community event with the City of Phoenix)

9/16/2022 KNAI hosted an event at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

9/20/2022 State Capitol to Celebrate National Voter Registration Day (PHOENIX – A statewide coalition of community groups and local leaders will celebrate the 10th anniversary of National Voter Registration Day on Tuesday, Sept. 20, encouraging members of the community to register to vote ahead of the mid-term elections).

9/24/2022 Interview Council Women Betty Guardado regarding community services around the City of Phoenix.

10/02/2022 Tempe Tardeada We participate as a media partner with the city of Tempe. This event is part of Hispanic Heritage Month and celebrates the historical significance of Hispanics within our community.

10/7/2022 KNAI hosted an event at South Ridge High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

10/08/2022 KNAI participate as a media partner with the Arizona Complete Health Cancer awareness campaign.

10/08/2022 KNAI participated with the City of Surprise “Fiesta Grande” to celebrate unique culture, traditions, and community.

10/14/2022 KNAI participate as a media partner with the Arizona Complete Health Cancer awareness campaign.

10/15/2022 KNAI participate as a media partner with the Arizona Complete Health Cancer awareness campaign.

10/22/2022 KNAI participated with the City of Mesa “Dia de los Muertos” to celebrate unique culture, traditions, and community.

10/29/2022 KNAI hosted an event and health fair at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

10/29/2022 KNAI participated as a media partner with the Chicanos por la Causa concert for Voting Rights to encourage the community to register to vote.

11/02/2022 KNAI hosted an event and celebrated Dia de Muertos at Metro Tech High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

11/19/2022 El Guajoloton KNAI participated with Prensa Arizona, giving away 500 turkeys to families in need.

12/08/2022 KNAI hosted an event at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

12/17/2022 KNAI participated as a media partner with Asociación de Empresarios Latino Americanos community health fair event.

2/04/2023 KNAI hosted a blood drive in conjunction with Vitalant at the La Campesina radio station office.

2/11/2023 KNAI participated as a media partner with Asociación de Empresarios Latino Americanos community health fair event.

3/30/2023 KNAI hosted an event at Roosevelt School District Cesar Chavez celebration. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

4/04/2023 KNAI hosted an event at Trevor G. Browne High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

5/04/2023 KNAI hosted an event at Trevor G. Browne High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

5/05/2023 KNAI hosted an event at Carl Hayden Community High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.