

# CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD AUGUST 1, 2022 - JULY 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 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, 2022 through July 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	Indeed.com	7
Promotions Director	All sources in attached recruitment source list	Employee Referral	5
Total number of persons interviewed during applicable period:			12

**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><b><u>Día del Trabajador:</u></b>            Our organization regularly participates in concerts, events, and outreach programs. HR staff is on hand to answer questions about the organization and employment opportunities. We provide job applications for anyone interested in applying.</p>	4/30/23	CCF/CRG California Staff	CRG
<p><a href="http://www.chavezfoundation.org">www.chavezfoundation.org</a></p>	2022-2023	Open	

**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	5	All
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0	All
3	KMYX/KBDS – On Air Announcements 4300 Stine Road, Ste. 209 Bakersfield, CA 93313 Phone (661) 837-0745/Fax (661) 837-1612	0	All
4	California State University, Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311 Contact: Counselors (661) 654-2782 www.csub.edu	0	All
5	Bakersfield College – Job Placement Office 1801 Panorama Drive Bakersfield, CA 93305 www.bakersfeildcollege.edu	0	All
6	Bakersfield Adult School 501 South Mt Vernon Avenue Bakersfield, CA 93307 Contact: (661) 835-1855	0	All
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	All
8	Employers Training Resource 2001 28th Street Suite C Bakersfield, CA 93301 Contact: (661) 336-6893 Email: officeadin@kchcc.org	0	All
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	All
10	Cesar Chavez Foundation Career Pages on Foundation Website https://jobs.ourcareerpages.com	0	All
11	Indeed.com www.indeed.com	7	All
12	San Joaquin Valley College 201 New Stine Road Bakersfield, CA 93309 Contact: (661) 834-0126	0	All
13	California Broadcasters Association – Job Bank 915 "L" Street Suite 1150 Sacramento, CA 95814 Contact: (916) 444-2237 www.yourcba.com	0	All
14	Veterans Affairs 1110 Golden State Ave Bakersfield, CA 93301 Phone: (661) 323-8387 Fax: (661) 325-8387	0	All
	TOTAL	12	

## **Participated in Community Events.**

8/1/22 – 7/31/22 KMYX and KBDS provided list of open positions and employment applications at all station remotes and events throughout the year. Approximately 2 per week for each station = 105 remotes and events per station throughout the period or 210 total.

8/8/22 KMYX and KBDS supported and participated in the MLK Back to School event encouraging and uplifting students as they started the new school year.

8/1 - 9/30/22 KMYX and KBDS supported and participated in the March to Sacramento to change laws for farm and field workers.

8/28/22 KMYX and KBDS supported and participated in the Bakersfield Women's Business Conference.

9/1/22 – 3/31/23 KMYX participated in local gatherings monthly in partnership with The Brundage Swap Meet in Bakersfield CA. List of open positions and employment applications available.

11/15/22 – KMYX and KBDS partnered with the Kern County Hispanic Chamber of Commerce for the Dia del Muertos event with booths, businesses, information.

12/7/22 KMYX and KBDS participated in Christmas Toy giveaway at 40 Acres in Delano with on-air support and station booth containing list of open positions for both stations along with Employment Applications.

4/18/23 KBDS participated in the FUTURE Assembly at Vista West High School in Bakersfield with a speaking and engagement and station presence. Station provided speakers to encourage students to graduate and pursue higher education.

4/21/23 KBDS participated in YOUTH IMPACT event at Longfellow Elementary in Bakersfield to support the importance of education.

5/10/23 KBDS participated in YOUTH EMPOWERMENT event with Bakersfield School District to uplift and empower youth through events and speakers.

5/20/23 KMYX and KBDS supported and participated in the Latino Food Festival and Business Outreach with the Hispanic Chamber of Commerce.

6/17/23 KBDS partnered with local NAACP to promote JUNEtenth and support community and educational events.

6/21/23 KMYX and KBDS supported and participated in Lunch at the Library in Bakersfield to promote higher education and encourage reading. Jobs and applications available to the public.

6/29/23 KBDS partnered with North High School to support and participate in the YOUTH OUTREACH event.