

**CHAVEZ RADIO GROUP  
ANNUAL EEO PUBLIC FILE REPORT  
FOR THE PERIOD  
August 1, 2020 – July 31, 2021**

**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 (Arvin, CA) and KBDS 103.9 (Taft, CA). The Station Employment Unit has five fulltime employees.

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, 2020 through July 31, 2021**

<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total No. Interviewed from All sources</b>
<b>Promotions Director</b>	See Attached Recruitment Sources 1-5	Employee Referral	5
<b>Account Executive</b>	See Attached Recruitment Sources 1-5	Employee Referral	7
Total number of persons interviewed during applicable period:			12

**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	2 Promotions Director 1 Account Executive	Promotions Director/Account Executive
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0	Account Executive /Promotions Director
3	KMYX 92.5 FM – On Air Announcements 4300 Stine Road Suite 209 Bakersfield, CA 93313 Office : 661-837-0745	1 Account Executive	Promotions Director/Account Executive
4	Craigslist 1381 9 <sup>th</sup> Ave., San Francisco, CA 94112 Email: jobs@craigslist.org	0	Account Executive/ Promotions Director
5	Indeed.com www.indeed.com	5 Account Executive 3 Promotions Director	Account Executive / Promotions Director
	TOTAL	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:

**Internship Program:**

Established an internship program to assist the Bakersfield metro community students acquire skills in broadcasting. During the reporting period, the station had two interns from Bakersfield College and California State University Bakersfield both during the Fall semester of 2020 and the Spring semester of 2021, learning and assisting in producing content and on-air shows.

**Equal Employment Opportunity Training.** On May 28, 2021, all managers attended a training regarding equal employment opportunity and preventing harassment, sexual harassment, hostile workenvironment and *quid pro quo*.

**Sponsored Virtual Job Fair.** Conducted a virtual job fair in the summer of 2020 which was promoted onthe station daily and through daily social media posts. The job fair had a dedicated web page where visitors were able to search for opportunities in specific markets and specific industries. Links were provided that allowed visitors to complete job applications online, as well as set up appointments for

interviews via phone or video conference. Additional links were provided with tips on how to do well during the interview process, how to build a resume, and how to take precautions during the current pandemic.

### **Participated in Community Events**

August – November, 2020 – KMYX and KBDS supported events promoting the Census, encouraged listeners to participate, and provided phone numbers to assist listeners with questions and form completion.

August – November - KMYX and KBDS participated in “Yo Aqui Cuento” events, promotional announcements, social media posts, and encouraged listeners to register to vote.

October 2020 – KMYX and KBDS participated in a Safe Halloween Community Event at the Brundage Swap Meet in Bakersfield. This event was supported through on-air promotional mentions, social media posts, and on-site station appearance.

November 2020 – KMYX and KBDS gave away free turkeys to support listeners struggling from the effects of COVID and the pandemic.

March 2021 - KMYX and KBDS participated in a two day “COVID-19 1<sup>st</sup> Dose Free Vaccination Event” at the 40 Acres in Delano CA in partnership with the UFW Foundation and Cesar Chavez Foundation. This event was supported through on-air promotional mentions, social media posts, and on-site station appearance both days. Hundreds of community residents received a free 1<sup>st</sup> dose vaccination.

March 2021 - KMYX and KBDS participated in a two day “2<sup>nd</sup> Dose Free Vaccination Event” at the 40 Acres in Delano CA in partnership with the UFW Foundation and Cesar Chavez Foundation. This event was supported through on-air promotional mentions, social media posts, and on-site station appearance both days. Hundreds of community residents received a free 2<sup>nd</sup> dose vaccination.

June 2021 - KMYX and KBDS participated in a free COVID-19 vaccination event at Govea Gardens in Bakersfield in partnership with the UFW Foundation and the Cesar Chavez Foundation. This event was supported through on-air promotional mentions, social media posts, and on-site station appearance. 68 community residents received a free COVID-19 vaccination.