

**KBUE(FM)/KBUA(FM)/KEBN(FM)/KWIZ(FM)/  
KVNR(AM)/KRQB(FM)/KRCA(TV)  
EEO PUBLIC FILE REPORT  
08/01/19 - 07/31/20<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

	<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1	Engineer	3, 7-8, 14, 18	18
2	Morning Show Producer	8-9, 14, 18	9
3	Account Executive	3, 7-8, 10-11, 14, 18	11
4	Sales Assistant	3, 7-8, 11, 14, 18	11
5	Account Executive	3, 7-11, 14, 18	9
6	Traffic Coordinator	8, 14, 18	18
7	Stage Technician	8, 14, 18	18
8	Engineer	8, 14, 18	18
9	Editor	8, 14, 18	18
10	Editor	8-9, 14, 18	9
11	Camera Operator	8, 11, 14, 18	11
12	Editor	7-9, 14, 18	9
13	Associate Producer	8-9, 11, 14, 18	9
14	Reporter	8-9, 11, 14, 18	9
15	Graphic Designer	8, 11, 14, 18	11
16	Copywriter	8-9, 14, 18	9
17	General Sales Manager	8, 10-12, 14, 18	12
18	Local Sales Manager	4, 8, 10-12, 14, 18	4
19	Promotions Coordinator	3, 8, 14-15, 18	15

<sup>1</sup> This Report includes recruitment activity from July 25, 2019 through July 24, 2020

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<p><b>Caljobs.ca.gov (state-run website)</b>                      Employment Development Department (EDD)                      800 Capitol Mall, MIC 83                      Sacramento, CA 95814                      (800) 758-0398  <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>  <i>Source is sponsored by the California Employment Development Department (EDD) and provides both online/website career and employment placement services for job seekers and employers</i></p>	N	0
2	<p><b>City of Burbank – WorkForce Connection</b>                      301 E. Olive Ave.                      Burbank, CA 91502                      (818) 238-5627  <i>Source is a city-run job resource center for job seekers and employers and one of the designated “America’s Job Centers of California”</i></p>	N	0
3	<p><b>Southern California Broadcasters Association</b>                      Attn: LaFern Watkins                      5670 Wilshire Blvd #1370                      Los Angeles, CA 90036                      (323) 904-4105  <a href="http://www.scba.com">www.scba.com</a></p>	N	0
4	<p><b>LinkedIn</b>                      2029 Stierlin Court                      Mountain View, CA 94043  <a href="http://www.linkedin.com">www.linkedin.com</a></p>	N	1
5	<p><b>Goodwill Southern California – WorkSource &amp; Career Resource Centers</b>                      342 San Fernando Road                      Los Angeles, CA 90031                      Attn: James Marsh                      Office (323) 223-1211 ext 2311  <a href="mailto:jmarsh@goodwillsocal.org">jmarsh@goodwillsocal.org</a></p>	N	0
6	<p><b>Hub Cities – One Stop Career Center</b>                      2677 Zoe Avenue                      Huntington Park, CA 90255                      Attn: Adriana Rios                      Office (323) 586-2216  <a href="mailto:Adriana.rios.@edd.ca.gov">Adriana.rios.@edd.ca.gov</a>  <i>Source provides a comprehensive system of training, placement and career planning for job seekers throughout Southern California.</i></p>	N	0
7	<p><b>Job &amp; Resource Fairs (see Sec. III)</b></p>	N	0
8	<p><b>Company Website (<a href="http://www.estrellamedia.com">www.estrellamedia.com</a>)</b></p>	N	23
9	<p><b>Former Employee (Re-Hire)</b></p>	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<b>Self-Referrals/Walk-Ins</b>	N	8
11	<b>Employee Referrals</b>	N	20
12	<b>Non-Employee Referrals</b>	N	4
13	<b>Internal Posting</b>	N	0
14	<b>EntertainmentCareers.Net</b> 2118 Wilshire Blvd #401 Santa Monica, CA 90403	N	0
15	<b>Internal Transfer/Promotion</b> Estrella Media, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300	N	1
16	<b>Cinema.usc.Edu/jobboard.com</b> USC School of Cinematic Arts 900 W. 34 <sup>th</sup> Street, Suite 235 Los Angeles, CA 90089-2211 213-740-4432	N	0
17	<b>Simplyhired.com</b> 370 San Aleso Avenue, #200 Synnyvale, CA 94085 (408) 400-4700 support@simplyhired.com	N	0
18	<b>Indeed.com</b> 6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indeed.com	N	44
19	<b>The Art Institute of California-Hollywood</b> 5250 Lankershim Blvd. North Hollywood, CA 91601 Attn: Nicole Smith	N	0
21	<b>Los Angeles Chamber of Commerce</b> 350 S. Bixel St. Los Angeles, CA 90017 Attn: Leng Earl	N	0
22	<b>On-Air Job Announcements</b> <i>(one or more stations)</i>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			108

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participate in Job Fair / Career Fair	<p><b>Activity:</b> 24<sup>th</sup> Annual Community Job Fair; 1000 Vin Scully Avenue, Los Angeles, CA 90012</p> <p><b>Date:</b> August 15, 2019</p> <p><b>Participants included:</b> SEU’s Senior Human Resources Manager and Human Resources Manager</p> <p>The SEU participated in the 24<sup>th</sup> Annual Community Job Fair. There were 200+ job seekers in attendance. Questions by attendees generally about careers in broadcasting were answered by SEU members. Applications and other useful hand-outs were provided to attendees interested in the SEU’s specific positions. On-site pre-screening interviews were conducted by Human Resources. Appointments for secondary interviews were also discussed with potential employment candidates.</p>