

**KBUE(FM)/KBUA(FM)/KEBN(FM)/KWIZ(FM)/
KVNR(AM)/KRQB(FM)/KRCA(TV)
EEO PUBLIC FILE REPORT
08/01/19 - 07/31/20¹**

I. VACANCY LIST

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

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
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

¹ 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	Caljobs.ca.gov (state-run website) Employment Development Department (EDD) 800 Capitol Mall, MIC 83 Sacramento, CA 95814 (800) 758-0398 www.caljobs.ca.gov <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>	N	0
2	City of Burbank – WorkForce Connection 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>	N	0
3	Southern California Broadcasters Association Attn: LaFern Watkins 5670 Wilshire Blvd #1370 Los Angeles, CA 90036 (323) 904-4105 www.scba.com	N	0
4	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 www.linkedin.com	N	1
5	Goodwill Southern California – WorkSource & Career Resource Centers 342 San Fernando Road Los Angeles, CA 90031 Attn: James Marsh Office (323) 223-1211 ext 2311 jmarsh@goodwillsocal.org	N	0
6	Hub Cities – One Stop Career Center 2677 Zoe Avenue Huntington Park, CA 90255 Attn: Adriana Rios Office (323) 586-2216 Adriana.rios@edd.ca.gov <i>Source provides a comprehensive system of training, placement and career planning for job seekers throughout Southern California.</i>	N	0
7	Job & Resource Fairs (see Sec. III)	N	0
8	Company Website (www.estrellamedia.com)	N	23
9	Former Employee (Re-Hire)	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	Self-Referrals/Walk-Ins	N	8
11	Employee Referrals	N	20
12	Non-Employee Referrals	N	4
13	Internal Posting	N	0
14	EntertainmentCareers.Net 2118 Wilshire Blvd #401 Santa Monica, CA 90403	N	0
15	Internal Transfer/Promotion Estrella Media, Inc. 1845 Empire Avenue Burbank, CA 91504 (818) 729-5300	N	1
16	Cinema.usc.Edu/jobboard.com USC School of Cinematic Arts 900 W. 34 th Street, Suite 235 Los Angeles, CA 90089-2211 213-740-4432	N	0
17	Simplyhired.com 370 San Aleso Avenue, #200 Synnyvale, CA 94085 (408) 400-4700 support@simplyhired.com	N	0
18	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indeed.com	N	44
19	The Art Institute of California-Hollywood 5250 Lankershim Blvd. North Hollywood, CA 91601 Attn: Nicole Smith	N	0
21	Los Angeles Chamber of Commerce 350 S. Bixel St. Los Angeles, CA 90017 Attn: Leng Earl	N	0
22	On-Air Job Announcements <i>(one or more stations)</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			108

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair / Career Fair	<p>Activity: 24th Annual Community Job Fair; 1000 Vin Scully Avenue, Los Angeles, CA 90012</p> <p>Date: August 15, 2019</p> <p>Participants included: SEU's Senior Human Resources Manager and Human Resources Manager</p> <p>The SEU participated in the 24th 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>