

## 2022 - Annual EEO Public File Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	Facility ID#
KJLA-TV		14000

The information contained in this Annual EEO Report covers the time period from August 1, 2021 to, and including, July 31, 2022 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified
3. The recruitment source that referred the Hire for each full-time vacancy filled during the Applicable Period
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information and summarize the station(s) EEO efforts during the Applicable Period.

Anyone seeking information about job vacancies at KJLA-TV should contact KJLA-TV, using the following contact information:

KJLA-TV  
2323 Corinth Avenue  
Los Angeles CA 90064  
(t) 310-943-5288  
Contact Person: Francis Wilkinson/General Manager  
Email: [fwilkinson@kja.com](mailto:fwilkinson@kja.com)

KJLA-TV has a long standing record of commitment to and enforcement of equal opportunity and advancement policy for all qualified individuals, without regards to race, color, gender, religion, age marital status, national origin or nationality, disability, sexual orientation, ethnicity and all other categories as established by law, and viewed within the parameters of EEO compliance.

The above is reflected in our Employee Handbook, as well as our daily work environment, and we have a long record of having promoted equal opportunity employment, as well as career development within the workplace.

KJLA achieves broad and inclusive outreach of the community by using well known electronic job banks such as ZipRecruiter.com and LinkedIn.

KJLA encourages current staff to further their knowledge and advance within the company, either through outside agencies, such as The National Association of Hispanic Journalists and The Mexican American Alumni Association as well as other educational institutions.

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August 1, 2021 – July 31, 2022

1. VACANCY LIST

See Section II. "The Master Recruitment Source List" ("MRL") for recruitment source data

Full Time Vacancies Filled During the Period of August 1, 2021 through July 31, 2022

<b>No</b>	<b>Full Time Positions / Job Title</b>	<b>Recruitment Source Used (see attached listings)</b>	<b>Successful Applicant Source</b>	<b>Total Numbers interviewed (from all referrals)</b>
1	Engineering	3,5	Zip Recruiter	5
2	Front Desk Operator	3,5	Word of mouth/social media	7
3	Manager of Accounting/Finance	3,5	Word of mouth/social media	4
4	Analyst Accounting/Finance	3,5	Word of mouth/social media	2

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II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
1	So. Ca. Broadcasters Association POC: LaFern Watkins 5670 Wilshire #1370 Los Angeles, CA 90036 (323) 937-3100	No	0
2	Linkedin Corporation 1000 W. Maude Avenue. Sunnyvale, Ca 94085 (650) 687-3600	No	0
3	Zip Recruiter	No	22
4	TV Jobs.com / Broadcast Employment Service POC: Mark Holloway P.O. Box 4116 Oceanside, Ca 92052 (800) 374-0119	No	0
5	Word of mouth/social media	No	7
6	Craigslis	No	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD</b>			

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1. Mentoring Program	KJLA operates an active mentoring program aimed at allowing career advancement within the company and is conducted together with its in-house training programs (See Below).
2. Training Program	February 2022. Full-time Front Desk Operator provided shadowing opportunities and training that allowed for a promotion to Executive Assistant. Station staff involved were the CEO and President.
3. KJLA Hosted Intern	June 2022 KJLA Hosted a student from UC Santa Barbara who was involved in station promotion, content research, and social media analytics. Station staff involved in the instruction was the Manager of social media and Director of programming.
4. KJLA Hosted Intern	August 2021 KJLA Hosted a student from California State University, Northridge who was involved in web and content research. Hands-on in-studio production experience of creating content. Station staff involved in instruction was the EP and Production Manager.
5. Training Program	January 2022 Training allowed part-time PA (production assistant) to shadow and train in set design and build. Focus on safety. Station staff involved in the instruction was Senior Stage Manager.