

# **LAZER BROADCASTING CORPORATION**

## **EEO PUBLIC FILE REPORTS**

**FOR**

**STATIONS**

<b>Call Sign</b>	<b>Station ID</b>	<b>City of License</b>
<b>KXLM-FM</b>	<b>34349</b>	<b>Oxnard, CA</b>
<b>KLJR-FM</b>	<b>35925</b>	<b>Santa Paula, CA</b>
<b>KOXR-AM</b>	<b>866</b>	<b>Oxnard, CA</b>

**This EEO Public File Report  
Covers the Period of  
August 1, 2019 to July 31, 2020**

# Equal Employment Opportunity Public File Report

## Stations KXLM, KLJR, KOXR 2019-2020

### *Recruitment Activity Summary August 1, 2019 - July 31, 2020*

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies 4

During the period ending on July 31, 2020, the Stations filled the following full-time vacancies:

Job Title

- Traffic Assistant (1)**
- Sr. Account Executive (1)**
- Sales Assistant (1)**
- General Sales Manager (1)**

2. Total Interviewees for Full-Time Vacancies

The Station interviewed the following total number of people for all full-time vacancies during the period covered in this Report: 12

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees
Academia Voz Y Arte	
Channel Island State University	
Southern CA Broadcasters Association	
Apple Temporary Services	
Radio Ads - KXLM/KLJR/KOXR	2
Industry Referral	2
Monitor Latino	
Employee Referral/In-House Posting	3
Lazer Network Ads	
Craigslist	5
Oxnard College	
Ventura College	
El Concilio del Condado de Ventura	
Hispanic Chamber of Commerce	

Lazer Broadcasting also uses as recruitment sources, On-Air Ads, internet and Website Ads, In-house Posting, Employee Internal Hires or Promotions, Employee Referrals, Walk-ins and Call-ins to the stations.

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- \* The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- \* The recruitment source that referred the hiree for each full-time vacancy;
- \* The total number of persons interviewed for each full-time vacancy; and,
- \* The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

If you have questions concerning this Report, contact: Alicia Miranda (805) 240-2070

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Traffic Assistant  
**Recruitment Source that Referred the Hiree:** Employee Referral  
**Date Vacancy Opened:** 12/26/19  
**Total Number of Persons Interviewed for the Vacancy:** 4  
**Date Vacancy Filled:** 1/16/20

**Recruitment Sources Used to Fill the Vacancy**

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did The Source Request Notification?</b>
Academia Voz y Arte 200 S. A Street Isabel Garcia (805) 240-1028	0	No
Lazer Network Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Channel Island State University 1 University Drive, Camarillo, CA 93012 805-437-8823	0	No
Oxnard College 4000 Rose Ave., Oxnard CA 93033 Reggie Talili/Career Center (805) 986-5809 <a href="mailto:rtalili@vcccd.net">rtalili@vcccd.net</a>	0	No
Ventura College 4667 Telegraph Rd. Ventura CA 93003 Gloria/ Career Center (805) 654-6473	0	No
El Concilio del Condado de Ventura 301 S. C Street, Oxnard, CA 93030 Arleen Montoya (805) 486-9777 (805) 486-9881	0	No
Craigslist – ventura.craigslist.org	2	No
Lazer Broadcasting Corporation – In House Posting 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 <a href="mailto:accounting@radiolazer.com">accounting@radiolazer.com</a>	0	Yes
Industry Referral Mars Media, Inc. 818-901-9962	0	No
Employee Referral Lazer Broadcasting Corporation 200 S. A Street, Suite 400, Oxnard, CA 93030	1	No
Radio Ads – KXLM/KLJR/KOXR 200 S. A Street, Suite 400 Oxnard, CA - 805 240-2070	1	Yes

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Sr. Account Executive  
**Recruitment Source that Referred the Hiree:** Industry Referral  
**Date Vacancy Opened:** 2/3/20  
**Total Number of Persons Interviewed for the Vacancy:** 3  
**Date Vacancy Filled:** 3/16/20

**Recruitment Sources Used to Fill the Vacancy**

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did The Source Request Notification?</b>
Lazer Network Radio Ads Traffic Department Maricela Vazquez (805) 240-2070 Fax (805) 240-5960	0	Yes
Academia Voz y Arte 200 S. A Street Isabel Garcia (805) 240-1028	0	Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	0	Yes
Industry Referral Entravision Solutions National Reps 6900 Hollywood Blvd. Los Angeles, CA Mary Hawley (323) 464-1311	1	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 <a href="mailto:rtalili@vcccd.net">rtalili@vcccd.net</a>	0	No
Ventura College 4667 Telegraph Rd., Ventura, CA 93003 Career Center/Gloria (805) 654-6473	0	No
Craigslist  Ventura.craigslist.org	1	No
California State University – Channel Islands 1 University Drive, Camarillo, CA 93012 Julie Antilla (805) 437-8823 Fax (805) 487-8824	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	0	No
Lazer Broadcasting Corporation – In House Posting-Intern 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 <a href="mailto:accounting@radiolazer.com">accounting@radiolazer.com</a>	1	Yes

## FULL-TIME VACANCY EEO INFORMATION

<b>Job Title of Vacancy:</b>	<u>General Sales Mgr.</u>
<b>Recruitment Source that Referred the Hiree:</b>	<u>In-House Posting</u>
<b>Date Vacancy Opened:</b>	<u>10/7/19</u>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>2</u>
<b>Date Vacancy Filled:</b>	<u>12/2/19</u>

### Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Lazer Network Radio Ads Traffic Department Maricela Vazquez (805) 240-2070 Fax (805) 240-5960	0	Yes
Academia Voz y Arte 200 S. A Street Isabel Garcia (805) 240-1028	0	Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	0	Yes
Industry Referral Entravision Solutions National Reps 6900 Hollywood Blvd. Los Angeles, CA Mary Hawley (323) 464-1311	1	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 <a href="mailto:rtalili@vcccd.net">rtalili@vcccd.net</a>	0	No
Ventura College 4667 Telegraph Rd., Ventura, CA 93003 Career Center/Gloria (805) 654-6473	0	No
Craigslist <a href="http://Ventura.craigslist.org">Ventura.craigslist.org</a>	0	No
California State University – Channel Islands 1 University Drive, Camarillo, CA 93012 Julie Antilla (805) 437-8823 Fax (805) 487-8824	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	0	No
In House Posting/Employee Referral 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 <a href="mailto:accounting@radiolazer.com">accounting@radiolazer.com</a>	1	Yes

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Sales Assistant  
**Recruitment Source that Referred the Hiree:** Craigslist.com  
**Date Vacancy Opened:** 11/1/19  
**Total Number of Persons Interviewed for the Vacancy:** 3  
**Date Vacancy Filled:** 12/23/19

**Recruitment Sources Used to Fill the Vacancy**

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did The Source Request Notification?</b>
Lazer Network Radio Ads Traffic Department Maricela Vazquez (805) 240-2070 Fax (805) 240-5960	0	Yes
Academia Voz y Arte 200 S. A Street Isabel Garcia (805) 240-1028	0	Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	1	Yes
Industry Referral Lucy Gonzalez (323) 464-1311	0	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 <a href="mailto:rtalili@vcccd.net">rtalili@vcccd.net</a>	0	No
Ventura College 4667 Telegraph Rd., Ventura, CA 93003 Career Center/Gloria (805) 654-6473	0	No
Craigslist  Ventura.craigslist.org	2	No
California State University – Channel Islands 1 University Drive, Camarillo, CA 93012 Julie Antilla (805) 437-8823 Fax (805) 487-8824	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	0	No
Lazer Broadcasting Corporation – In House Posting 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 <a href="mailto:accounting@radiolazer.com">accounting@radiolazer.com</a>	0	Yes
<u>Station Acquisition</u>	0	No

**EXHIBIT B**

**COMMUNITY OUTREACH AND OTHER RECRUITMENT ACTIVITIES**

The licensee has engaged in the following outreach activities during the period covered by this Report:

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
Job Recruiting/Membership	Job Recruiting	As members of the Southern California Broadcasters Association, Lazer normally contacts this organization to find information on referrals that are looking for employment in the industry. This source is mainly used for upper management recruitment. Elsa Bello H.R.
Membership	Job Recruiting	Lazer Broadcasting Corporation is a certified minority business, registered with the Southern California Business Development Council, who also provides employee referrals on request. Elsa Bello H.R.
Radio Ads	Job Recruiting	Lazer Broadcasting Corp. runs recruitment ads throughout the year to recruit for different positions that become available during the year, and also to create a bank of applications of the most qualified individuals to have on hand when openings occur.
Sponsorship	Scholarship Programs	Sponsorship and participation on Scholarship program. Lazer Broadcasting contributes and sponsors this program on which every year 5 lucky students receive a scholarship. This program is directed to high school students as well as students that are currently attending college.  Oxnard College Scholarship Fund 4000 S. Rose Ave. Oxnard, CA 93033 Jaime Casillas, Dean of Economic Development (805) 986-5888
Sponsorship	Scholarship Program	El Concilio Del Condado Ventura Annual Scholarship Program. Lazer Broadcasting sponsors this program by providing air time and an annual contribution.  This is a Non-profit Latino Multi Service Community Organization dedicated to serve the community of Oxnard and other close-by cities. 305 S. C Street, Oxnard, CA 93030 (805) 486-9777
Sponsorship	Scholarship Program	Lazer Broadcasting sponsors the Ventura County Community Foundation Scholarship Award program by providing air time and support to their scholarship program. Participating Employee: Alicia LLinas, PSA Dir.



Sponsorship	Scholarship Program	<p>Latino Peace Officer's Association Scholarship Fund</p> <p>Lazer Broadcasting Corp. sponsors the annual Scholarship event by contributing an annual donation. This organization gave away 17 scholarships on April 23, 2020 to high school students that plan to attend a four year college.</p> <p>Oscar Bermudez President  P.O. Box 6075, Oxnard, CA 93031  (805) 290-7095</p>
Sponsorship	Sponsored Live in Studio Program	<p>Lazer Broadcasting in partnership with Ventura College Career Center sponsor live programs to inform the public of the services offered by the Center, such as career counseling, workshops, and resume writing assistance, etc.</p> <p>Participating Employee: Alicia Llinnas</p>
Internship Program	Internship	<p>Lazer Broadcasting offers an internship program to individuals that are interested in the Broadcasting Industry, individuals must be attending an accredited college in order to receive credit for working in our stations. Currently, we offer internships in programming, production and promotions departments. Lazer offers 3 month internships.</p> <p>Overseen by: Liz P.</p>
Sponsorship	Cultural Event	<p>Lazer Broadcasting sponsors and participates in cultural events brought to the community by Teatro De Las Americas, to entertain and educate the public with their theatrical presentations from authors of North and Latin America.</p> <p>Participant Employee: Alicia Llinnas</p>
Sponsorship	Cultural Event	<p>Lazer Broadcasting sponsors and participates in cultural events brought to the community by Rubicon International which brings an Annual Theater Festival to cultivate future generations of engaged and informed citizens through performance, education and outreach programs, and to create bridges for the advancement of cross-cultural understanding, an imperative in an increasingly fragmented world.</p> <p>Participating Employees: Alicia Llinnas</p>
Sponsorship	Sponsored Live in Studio Programs	<p>Lazer Broadcasting and Oxnard College sponsor live programs to advise the community of the advantages of furthering their education and inform the public of the several programs the college offers. Participant Employee: Alicia Llinnas</p>
Sponsorship	Sponsored Live in Studio Programs	<p>Lazer Broadcasting sponsors and participates in The California State University at Channel Islands Student Leadership Program, this program provides resources, training, and information to</p>

		<p>develop students to serve and become ethical, responsive and skilled leaders of the community.</p> <p>Participating Employee: Alicia Llinas &amp; Liz P.</p>
Sponsorship	Sponsored Live in Studio Programs	<p>Lazer Broadcasting sponsors programs for UFW/Cesar Chavez Union to disseminate the new laws regarding immigration and the rights of the farm workers in this county.</p> <p>Participating Employee: Alicia Llinas</p>
Community Involvement	Development of Career Opportunities	<p>Lazer Broadcasting Corporation provides tours of the station's facilities to any group or organizations requesting one (i.e. Elementary Schools, High Schools and Community Colleges or any other community organization that is interested in one: Overseen by Elsa Bello and Jessica Calvario</p>
Supplemental Recruitment Activity	Internal Recruitment	<p>Lazer Broadcasting also posts notices of all job openings in the break room to give Internal Applicants the opportunity to apply and promote within the company as positions become available. Elsa Bello</p>
Sponsorship	Sponsorship	<p>Lazer Broadcasting Sponsors events of the Boys and Girls Club by donating money or promoting fundraiser events in the community.</p> <p>Participating Employee: Alicia Llinas</p>
Career Fair	Rio Mesa High School Career Fair	<p>Lazer participates at the Annual Career Fair at Rio Mesa High School to offer Students information about careers in the Broadcasting Industry and to provide information about our internships program available for students looking to pursue a career in this industry.</p> <p>Participating employees: Enrique Trejo</p>
Sponsorship	Sponsorship	<p>Lazer Broadcasting sponsors the Oxnard Police Reserve Officers Association financially and by promoting and participating in the organization's fundraisers. It also allows its members to work on company's promotional events throughout the year.</p> <p>Participating Employee: Terry Janisch/Liz P.</p>
Sponsorship	Sponsorship	<p>Lazer Broadcasting sponsors the Oxnard Police Activities League financially in support of their activity program to keep youngsters off the streets and involved in sports and other community activities. Lazer Broadcasting also provides the opportunity to members of this organization to work on various promotional events over the year.</p> <p>Employee in Charge: Brenda Madera/Liz P.</p>
Website posting	Job Recruitment	<p>Lazer Broadcasting uses its website to recruit candidates for the different openings during the year.</p>

Sponsorship	Sponsor	<p>Lazer Broadcasting in partnership with Children’s Miracle Network, sponsors a fund–raising radio ton on July 15th to the 17th 2020 where Lazer raised over \$451,000. The money raised helps to support a wide range of specialized pediatric medical services for the Children’s Hospital in Los Angeles.</p> <p>Participating employees: Johnny Ramirez and all the staff from the Programming Dept. network wide.</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs and participates on several events of the Mexican Consulate office throughout the year to maintain the Latino community involved and educated about several services offered from different organizations in the community.</p> <p>Participating Employee: Alicia Llinnas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors several events and free programs for the City of Oxnard to keep our audience informed of the several issues that affect the community and the environment, and how the public can help minimize the impact on the environmental resources of the city.</p> <p>Participating Employee: Alicia Llinnas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting is member of the Camarillo Chamber of Commerce and uses this venue for additional recruiting activity as needed.</p> <p>Participating Employee: Mark Spellman</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs for the Ventura County Sheriff’s Office. Officer Eric Arteaga and Amanda Zaragoza provide information to the community of the events that are put together by this organization to provide information and create awareness on several issues that affect the citizens of Ventura County.</p> <p>Participating Employee: Alicia Llinnas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs for the Oxnard Police Dept. to maintain the community informed of the efforts and strategy that the department makes to fight crime and at the same time informs the community about the opportunities offered for people interested on a career in law enforcement.</p> <p>Participating Employee: Alicia LLinnas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting Corporation sponsors fee programs for Oxnard Union High School District to inform the community of current issues the District handles, as well as the benefits that the school district offers the students. And also creates awareness among the community about the career opportunities that students have when they continue their education through college.</p>

		Participating Employee: Alicia Llinas
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