

# **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, 2023 to July 31, 2024**

# Equal Employment Opportunity Public File Report

## Stations KXLM, KLJR, KOXR 2023-2024

### *Recruitment Activity Summary August 1, 2023 - July 31, 2024*

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 0

During the period ending on July 31, 2024, the Stations filled the following full-time vacancies:

Job Title

**No Vacancies**

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	0
Indeed.com	0
Southern CA Broadcasters Association	
Apple Temporary Services	
Radio Ads - KXLM/KLJR/KOXR	0
Industry Referral	0
Monitor Latino	
Employee Referral/In-House Posting	0
LinkedIn	
Lazer Network Ads	
Craigslist	0
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

**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.  Elsa Bello H.R.
Sponsorship	Sponsorship Programs	Lazer Broadcasting sponsors free programs for Oxnard College to inform the community of the various programs that the college offers including the scholarship program. 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 Participating employee: Alicia Llinas
Sponsorship	Scholarship Program	Lazer Broadcasting sponsors El Concilio Del Condado Ventura by providing free advertising to promote their Annual Leadership Program, as well as other programs that are offered to the community such citizenship classes, youth employment and education, etc.  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  Participating employee: Alicia Llinnas
Sponsorship	Sponsorship	Lazer Broadcasting sponsors the Oxnard Police Department and Reserve Officers Association by promoting the organization's fundraisers. It also allows its members to work on company's promotional events throughout the year.  Participating Mark Spellman and Liz P. Alicia Llinnas

Sponsorship	Sponsor	Lazer Broadcasting sponsors free programs for County of Ventura Strengthening VC Families to inform about the neglect and abuse in our communities. And promotes schools that provide help with education and the prevention of abuse. Kenya Dominguez  Participating employee: Alicia Llinnas
Sponsorship	Sponsorship	Lazer Broadcasting sponsors the Oxnard Police Activities League, financially and offers 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.  Employee in Charge: Brenda Madera/Liz P.
Website posting	Job Recruitment	Lazer Broadcasting uses its website to disseminate our Equal Employment Opportunity Program.
Sponsorship	Sponsor	Lazer Broadcasting in partnership with Children's Miracle Network, sponsors a fund-raising radio ton from July 25th. to the 26st. 2024 where Lazer raised over \$242,000. The money raised helps support a wide range of specialized pediatric medical services for the Children's Hospital in Los Angeles.  Participating employees: Jesus Garcia and all the staff from the Programming Dept. network wide.
Sponsorship	Sponsor	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.  Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	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. Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free radio programs to CET – Center for Employment Training to inform the community of their training programs and recruiting opportunities through their programs. Emma Perez, Outreach Specialist Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	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. Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	Lazer Broadcasting Corporation sponsors fee programs for Women’s Economic Ventures to inform the community that is not familiar with education programs that can be free for the community, and gives information about how they can get access to those free programs. Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free programs for Ventura County Workforce Development to inform the community about the struggle with unemployment and offer their recruiting program Felipe Chavez Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free programs for Oxnard Adult School to inform the community of the Classes they offer and discuss the opportunities offered to students to better their education and provide them with the tools to reach their maximum potential. Ramona Villavicencio Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free programs for CA. State University Channel Island to inform the community of current opportunities offered to students to further their education. As well as to promote their community events and activities. Cynthia V. Flores Participating Employee: Alicia Llinnas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free programs for Casa of Ventura County to inform the community of about the foster care program in Ventura County and the need of advocates to support and help this cause. Teresa Romney Participating Employee: Alicia Llinnas



