

LAZER BROADCASTING CORPORATION

EEO PUBLIC FILE REPORTS

FOR

STATIONS

Call Sign	Station ID	City of License
KLMG-FM	51221	Esparto, CA
KGRB-FM	24464	Jackson, CA
KBAA-FM	87969	Grass Valley, CA
KSTV-LP	34570	Sacramento, CA
KCCL-FM	52516	WOODLAND, CA

**This EEO Public File Report
Covers the Period of
August 1, 2023 to July 31, 2024**

Equal Employment Opportunity Public File Report

Stations KLMG, KGRB, KBAA, KSTV, KCCL 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 2

During the period ending on July 31, 2023 to August 1, 2024, the Stations filled the following full-time vacancies:

Job Title

Digital and Media Account Executive (1)
Digital Sales and Operations VP (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: **6**

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
Sacramento Bee Newspaper	0
Sacramento Gazette Newspaper	0
Craigslist	2
Indeed	0
Radio Ads - KLMG/KGRB/KCCL/KBAA/KSTV	1
Industry Referral	1
Mars Media LLC	0
State University of Sacramento	0
Lazer Network Ads	0
Career Builder	0
Internal Posting/Employee Referral	1

Sacramento Chamber of Commerce	1
Employment Development Department	0
	0
	0

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.

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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Digital & Media Sales A/E
Recruitment Source that Referred the Hiree: Employee Referral
Date Vacancy Opened: 09/01/23
Total Number of Persons Interviewed for the Vacancy: 3
Date Vacancy Filled: 10/02/23

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 Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Sacramento Chamber of Commerce One Capital Mall, Suite 300, Sacramento, CA 95814 (916)552-6800 Fax (916)443-2672	0	No
Craigslist – sacramento.craigslist.org	1	No
Lazer Broadcasting Corporation – Employee Transfer 298 Commerce Circle Sacramento, CA 95815 Phone (916) 900-8629 mbecerra@lazerbroadcasting.com	0	Yes
Internal Posting/Employee Referral-Re-hire Lazer Broadcasting Corporation 298 Commerce Circle, Sacramento, CA 95815	1	No
Radio Ads - KLMG,KGRB,KBAA,KSTV 298 Commerce Circle, Sacramento, CA - (916) 900-8629	1	Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Digital Sales&Operations SVP
Recruitment Source that Referred the Hiree:	<u>Industry Referral</u>
Date Vacancy Opened:	<u>12/18/2023</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>02/01/24</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 Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Sacramento Chamber of Commerce One Capital Mall, Suite 300, Sacramento, CA 95814 (916)552-6800 Fax (916)443-2672	1	No
Craigslist – sacramento.craigslist.org	1	No
Lazer Broadcasting Corporation – Employee Transfer 298 Commerce Circle Sacramento, CA 95815 Phone (916) 900-8629 mbecerra@lazerbroadcasting.com	0	Yes
Industry Referral Ed Krumpf 23679 Calabasas Rd., Suite 768, Calabasas, CA 91302 (310) 909-3226	1	No
Internal Posting/Employee Referral-Re-hire Lazer Broadcasting Corporation 298 Commerce Circle, Sacramento, CA 95815	0	No
Radio Ads - KLMG,KGRB,KBAA,KSTV 298 Commerce Circle, Sacramento, CA - (916) 900-8629	0	Yes
California Forward (916) 441-0022 1107 9th Street, Suite 650, Sacramento, CA 95814 (916) 441-0022	0	No

COMMUNITY OUTREACH AND OTHER INITIATIVES ACTIVITIES

The Licensee has engaged in the following outreach activities during the period covered by this report

Internship Program	Supplemental Recruiting Activity	Lazer Broadcasting offers an internship program to individuals that are interested in the Broadcasting Industry. Individuals who are attending college can apply to this program for credits. We offer internships in programming, production and promotions departments. Overseen by: Miriam Becerra and Elsa Bello
Community Involvement	Development of Career Opportunities	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 individuals that are interested in the broadcasting industry: Overseen by Alma Garcia and H.R.
Sponsorship	Sponsor	Lazer Broadcasting sponsors an annual Radioton with Children's Miracle Network to raise funds for the Children's hospital. This year's Radioton took place on July 25-26, 2024. Lazer Broadcasting raised over \$242,000 in two days for this noble cause. Participating employees: All the Radio On-Air personalities
Supplemental Recruitment Activity	Internal Recruitment	Lazer Broadcasting posts job opening internally to give the opportunity to the employees to apply and promote to different positions or refer a friend or anyone that they believe can be a good asset for the company. Participants: Elsa Bello, HR
Sponsorship	Live Program	Lazer Broadcasting sponsored a program for LATINIX to provide information to young adults on how they can get their high school diploma. Class orientation and information of how to qualify for the program. Participants: Alvaro Venegas Educator Alma Garcia, PSA Coordinator
Sponsorship	Live Programs	Lazer Broadcasting provides on-air programs to the Mexican Consulate in Sacramento to inform the community of different programs and specifically of a scholarship program offered to young Hispanics that are planning to attend the university. Representative: Ana Ochoa, Mexican Consulate in Sacramento. Participant from Lazer: Alma Garcia PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors live programs Participant: Johanna A. Wojciak and Alma

		Garcia, PSA Coordinator
Recruiting	Job Recruiting	Lazer Broadcasting runs ads to recruit prospects for future positions. Participants: HR and Traffic Department
Career Fair	Consulate of Mexico Career Fair	Lazer Broadcasting sponsors the Mexican Consulate with on-air programs and live events. The information provided to the community includes, how to apply for different scholarships through non-profit organizations, the importance of going to college, the educational system for higher education in the US. Workshops for planning and process of college admission and financial opportunities. Participants: Miguel Molina Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting and El Concilio de Liderazgo Latino educates the community about the different services this organization provides in the areas of Physical and Mental Health, Social Programs, School Programs, leadership programs in our communities. Participants: Carlos Quiroz Alma Garcia, PSA Coordinator
Sponsorship	Sponsor	Lazer sponsors programs for the Boys and Girls Club organization, to inform the public of the services offered by this org. and the benefits of youngsters participating on the different programs the organization offers. Participants: Flerida Galvan Alma Garcia, PSA Coordinator

