

**LAZER BROADCASTING COMPANY**

**EEO PUBLIC FILE REPORTS**

**FOR**

**STATIONS**

<b>Call Sign</b>	<b>Station ID</b>	<b>City of License</b>
<b>KXSB-FM</b>	<b>43999</b>	<b>BIG BEAR LAKE, CA</b>
<b>KXRS-FM</b>	<b>36829</b>	<b>HEMET, CA</b>
<b>KCAL-AM</b>	<b>55416</b>	<b>REDLANDS, CA</b>
<b>KAEH-FM</b>	<b>3727</b>	<b>BEAUMONT, CA</b>

This EEO Public File Reports  
Cover the Period Ending  
August 1, 2023 and July 31, 2024

# Equal Employment Opportunity Public File Report

## Stations KXSB, KXRS, KCAL, KAEH

### *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

1 Sales Assistant  
1 Account Executive

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: 8

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
KXSB/KXRS/KBTW/KCAL	2
California State University San Bernardino (CSUSB)	0
Craigslist.	3
	0
Colton Courier	0
	0
Employment Development Department	0
San Bernardino Valley College (SBVC)	0
Riverside Community College (RCC)	0
Jobs and Employment Services Department	0
In-House Posting	2
Industry Referral	1
Station Acquisition	0



## FULL-TIME VACANCY EEO INFORMATION

<b>Job Title of Vacancy:</b>	<u>Sales Assistant</u>
<b>Recruitment Source that Referred the Hiree:</b>	<u>Employee Referral</u>
<b>Date Vacancy Opened:</b>	<u>09/15/23</u>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>4</u>
<b>Date Vacancy Filled:</b>	<u>10/02/2023</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?
Radio Ads KXSB/KXRS/KAEH/KCAL Arturo Acosta Traffic Dept. (909) 384-9750	1	No
Lazer Network Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
California State University San Bernardino (CSUSB)	0	No
Employment Development Department	0	No
San Bernardino Valley College (SBVC)	0	No
Riverside Community College (RCC)	0	No
Craigslist – ventura.craigslist.org	2	No
Lazer Broadcasting Corporation – In House Posting 1950 S Sunwest Lane, Suite 302 San Bernardino, CA 92408 Phone (909) 384-9750 Human.resources@lazermedia.com	1	Yes
Walk-in	0	Yes

## FULL-TIME VACANCY EEO INFORMATION

<b>Job Title of Vacancy:</b>	<u>Account Executive</u>
<b>Recruitment Source that Referred the Hiree:</b>	<u>Industry Referral</u>
<b>Date Vacancy Opened:</b>	<u>5/01/2024</u>
<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>4</u>
<b>Date Vacancy Filled:</b>	<u>6/03/2024</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 Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Radio Ads KXSB/KXRS/KAEH/KCAL Arturo Acosta Traffic Dept. (909) 384-9750	1	Yes
California State University San Bernardino (CSUSB)	0	Yes
Industry Referral Entravision Solutions	1	No
Employment Development Department	0	No
San Bernardino Valley College (SBVC)	0	No
Craigslist  Los Angeles.craigslist.org	1	No
Riverside Community College (RCC)	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	0	No
Lazer Broadcasting Corporation – In House Posting 1950 S Sunwest Lane, Suite 302 San Bernardino, CA 92408 Phone (909) 384-9750 Human.resources@lazermedia.com Lazer	1	Yes

## EXHIBIT B

### MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
Sponsorship	Sponsor	Lazer Broadcasting in partnership with Hope ORG. Discusses several programs offered by the University of Riverside, such as an upcoming event for Latino women that are looking for education on health and economy  Participating Employee: Arturo Acosta
Sponsorship	Sponsor	Lazer Broadcasting in partnership with Buenas Noticias, Buenas Escuelas-San Bernardino School District sponsors free radio programs to provide information about registration, orientation for parents of the courses and classes for 2023-2024. Assistance to students with disabilities.  Participating employee: Arturo Acosta
Sponsorship	Sponsor	Lazer Broadcasting provides with California Highway Patrol (CHP) sponsors a free radio program to provide information safety tips during the holidays as well as construction zone safety in the Inland Empire. Information on child car seat safety and the cost of getting a DUI.  Participating Employee: Arturo Acosta
Sponsorship	Sponsor	Lazer Broadcasting sponsors free radio programs with Riverside Latino Network to provide information to the community on their workshops for parents to teach them about the education opportunities for the Latino population.  Participating Employee: Arturo Acosta
Sponsorship	Sponsor	Lazer Broadcasting in partnership with Valverde School District, sponsors free radio programs to provide information on counseling for parents and children. Workshops for parents and children. Scholarship program and other benefits offered to the community by the Valverde School District.  Participating employee: Arturo Acosta
Sponsorship	Sponsor	Lazer Broadcasting in partnership SBCUSD, sponsors a free radio program to provide information to the community about enrollment to the school district from kindergarten to 12th grade, and the different programs offered by the district.  Participating employee: Arturo Acosta

Sponsorship	Sponsor	<p>Lazer Broadcasting in partnership with Esperanza Scholarship Foundation sponsors free radio programs to provide information on how to apply for scholarships for high school and college students. Help for parents on how to help their children to continue their education.</p> <p>Participating employee: Arturo Acosta</p>
		<p>Lazer Broadcasting in partnership with UC Riverside, sponsors a free radio program to provide information about the importance of a college education and give information about the programs they offer to the community.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors a free radio program for Dollar for Scholarship Foundation to provide information to the community about student programs and how to apply for scholarships and assistance to continue their college or university education.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting Sponsors free radio programs with Colectivo Migrante, to provide more information for immigrants about Art and Education program though online classes for primary, secondary, and high school education.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting in partnership with HOPELATINAS, sponsors a free radio program to inform the community about the empowerment of women in the community. Educational workshops for women on how to face the future and Latin education in the state of California. The economic power of women.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting in partnership with San Bernardino Adult School sponsors a free radio program to discuss information about the services for immigrants, and older adults about the classes offered and how to obtain their high school certificate for those who did not completed high school.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting in partnership with Rialto School District, sponsors a free radio program to provide information to the community, such as the programs they offer, the Board activities and miscellaneous information for parents about counseling and mental health services, etc.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer broadcasting in partnership with America Job Center on their job fair on April 25, 2024 from 10:00AM to 1:00PM. Looking for candidates who would like to work in the radio industry</p> <p>Participating employee: Alicia Avila</p>

Sponsorship	Sponsor	<p>Lazer broadcasting in partnership with Consulado del Salvador sponsors radio programs to inform the community of the various services they offer in the Inland Empire.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer broadcasting in partnership with Consulado de Mexico sponsors free radio programs to inform the community of the various services they offer, such as legal advice and/or how to find appropriate legal help in the Inland Empire.</p> <p>Participating employee: Arturo Acosta</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors a two-day fundraising radioton for Children’s Miracle Network on July 25-26, 2024 where Lazer Media raised over \$247,000.00</p> <p>Participating employees: Hector Escalera, Ruben Perez, Jose Talavera, and Fernando Rangel</p>





