

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

**This EEO Public File Report
Covers the Period of
August 1, 2020 to July 31, 2021**

Equal Employment Opportunity Public File Report

Stations KLMG, KGRB, KBAA, KSTV 2020-2021

*Recruitment Activity Summary
August 1, 2020 - July 31, 2021*

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, 2021, the Stations filled the following full-time vacancies:

Job Title

**Sales Account Executive (1)
Promotions Assistant (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	1
Indeed	1
Radio Ads - KLMG/KGRB/KBAA/KSTV	2
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	0
Employment Development Department	0
California Forward	0
Monster.com	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: Sales Account Executive
Recruitment Source that Referred the Hiree: Radio Ads
Date Vacancy Opened: 12/3/20
Total Number of Persons Interviewed for the Vacancy: 3
Date Vacancy Filled: 01/04/21

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?
Sacramento Bee Newspaper 2100 Q Street, Sacramento, CA 95816 (916) 321-1000	0	No
Lazer Network Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Sacramento Gazette Newspaper 770 L Street, Suite 950, Sacramento, CA 95814 (916) 567-9654	0	No
Indeed.com 200 N. LaSalle Street, Suite 1100, Chicago, IL 60601 (773)-527-3600 Fax (773)-353-2452	1	No
Sacramento Chamber of Commerce One Capital Mall, Suite 300, Sacramento, CA 95814 (916)552-6800 Fax (916)443-2672	0	No
Select Staffing 4110 Truxel Road, Suite C, Sacramento, CA 95834 (916)-928-3742	0	No
Craigslist – ventura.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	0	No
Internal Posting/Employee Referral 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	1	Yes
California Forward 1107 9th Street, Suite 650, Sacramento, CA 95814 (916) 441-0022	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Promotions Assistant</u>
Recruitment Source that Referred the Hiree:	<u>Industry Referral</u>
Date Vacancy Opened:	<u>05/5/21</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>6/01/21</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?
Sacramento Bee Newspaper 2100 Q Street, Sacramento, CA 95816 (916) 321-1000	0	No
Lazer Network Ads Traffic Department Rosa Pena (805) 240-2070 Fax (805) 240-5960	0	Yes
Sacramento Gazette Newspaper 770 L Street, Suite 950, Sacramento, CA 95814 (916) 567-9654	0	No
Indeed.com 200 N. LaSalle Street, Suite 1100, Chicago, IL 60601 (773)-527-3600 Fax (773)-353-2452	0	No
Sacramento Chamber of Commerce One Capital Mall, Suite 300, Sacramento, CA 95814 (916)552-6800 Fax (916)443-2672	0	No
Select Staffing 4110 Truxel Road, Suite C, Sacramento, CA 95834 (916)-928-3742	0	No
Craigslist – ventura.craigslist.org	0	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 Lazer Broadcasting Corporation 298 Commerce Circle, Sacramento, CA 95815 mbecerra@lazerbroadcasting.com	1	No
Radio Ads - KLMG,KGRB,KBAA,KSTV 298 Commerce Circle, Sacramento, CA - (916) 900-8629 mbecerra@lazerbroadcasting.com	1	Yes
California Forward	0	No

1107 9th Street, Suite 650, Sacramento, CA 95814
 (916) 441-0022

COMMUNITY OUTREACH AND OTHER RECRUITMENT ACTIVITIES

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

Sponsorship	Live Programs	<p>Lazer Broadcasting provides on-air programs together with the 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.</p> <p>Participant from Lazer: Alma Garcia PSA Coordinator</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: Miriam Becerra and Elsa Bello</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:</p> <p>Overseen by Alma Garcia and Miriam Becerra</p>
Sponsorship	Live Program	<p>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.</p> <p>Participants: Alvaro Venegas Educator Alma Garcia, PSA Coordinator</p>
Sponsorship	Live Program	<p>Sponsors programs for CalFire to alert the community about their preparation campaign for the fire season and what to do in case of a fire close to you. Spokesman for Captain of CalFire, Fernando Herrera.</p> <p>Participant: Alma Galvan, and Alma Garcia, PSA Coordinator</p>
Sponsorship	Live Program	<p>Sponsored programs with Independent life coach Rosy Cabeza de Vaca informs the community on how to enhance life in general, by talking about the Eastern Philosophy of Feng Shui and how to improve our economy at home, and maintain positive energy and everything related to this Oriental Philosophy. Participants: Rosy Cabeza de Vaca and Alma Garcia, PSA Coordinator</p>

Sponsorship	Live Program	Lazer Sponsors several programs over the year for Opening Doors Organization to inform the community about the dangers of human trafficking and smuggling, what and where to find help for the victims, what the victims can do if they think they are being exploited. Participant: Elizabeth Medina and Alma Garcia, PSA Coordinator
Sponsorship	Informative Event	Lazer Broadcasting together with the Highway Patrol and other community organizations put this event together to inform the public of the importance and the risks of driving under the influence, the use of car seats for babies as well as how to properly use the car seats to prevent loss of lives or serious injuries to babies and toddlers. Participant: CHP Martin Oliveros and Alma Garcia PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors live programs during the year for the Employment Development Department to inform job seekers of the services they offer in bringing the employers together with individuals that are searching for employment or would like to change their career path. Talking specifically about the Inline Mobile Service and the recent labor market statistics in Sacramento and the resources available to youth who are seeking employment. Participant: Johanna A. Wojciak and Alma Garcia, PSA Coordinator
Sponsorship	Live I Programs	Lazer Broadcasting and Mexican Consulate sponsor various programs to inform the community about where to test for Covid-19, as well as discuss other programs available to assist the Mexican community of the different services and assistance offered by the consulate. Participants: Liliana Ferrer, Alma Garcia, PSA Coordinator
Sponsorship	Live Programs	Lazer sponsors programs from several nonprofit organizations such as Absent Parents, to inform the community the consequences of having an absent parent from the home, the involvement of the parents in the prevention of youth crime, the involvement of the parents in physical and mental health and sexuality in the youth. As well as several other issues related to the education and involvement of both parents in the life of a youth. Participants: Claudia Martinez and Alma Garcia, PSA Coordinator
Sponsorship	Live Programs	Lazer sponsors informational programs from the Mexican Consulate about “Programa Paisano” that informs the community about the rules to be followed when traveling to Mexico, what goods are permitted to bring into the country, what documents you need, whether you need certain permits or insurance when traveling by car, and

		<p>how long you can keep a car in that county without being fined.</p> <p>Participants: Mariana Tyler and Alma Garcia, PSA Coordinator</p>
Recruiting	Job Recruiting	<p>Lazer runs ads to recruit prospects for future positions.</p> <p>Participants: HR and Traffic Department</p>
Community Involvement	Participation of informational event	<p>Lazer Broadcasting together with The Migrant Program participated in various informational events to disseminate information of the services that are offered by the Migrant Program, such as services that are available for migrant students, who can received benefits from this program, the program helps ensure that children of migrant parents graduate from high school with the necessary requirements to move on to a college education.</p> <p>Participants: Juan Manuel Garcia and Alma Garcia PSA Coordinator</p>
Supplemental Recruitment Activity	Internal Recruitment	<p>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.</p> <p>Participants: Elsa Bello, HR</p>
Sponsorship	Live Program	<p>Lazer Broadcasting and Cal Fire sponsor programs to inform the community of the danger of use of fireworks during 4th of July, and the consequences of not following the rules.</p> <p>Participants: Rep. Fernando Herrera and Alma Garcia, PSA Coordinator.</p>
Career Fair	Consulate of Mexico Career Fair	<p>Lazer Broadcasting sponsors the Mexican Cosulate in their college career fair that takes place in the General Cosulate of Mexico offices in Sacramento. The information provided to the community includes, how to apply for different scholarships, 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.</p> <p>Participants: Mariana Tyler and Miguel Molina Alma Garcia, PSA Coordinator</p>
Sponsorship	Live Program	<p>Lazer sponsors programs from Census 2020 to inform the community of the importance of filing the Census questionnaire and provide information regarding assistance or where they can get answers to questions regarding this matter.</p> <p>Participation: Leslie Valdivia Alma Garcia, PSA Coordinator</p>
Sponsorship	Live Program	<p>Lazer Broadcasting sponsored a live program with Life Coach and writer Liliana Garcia to inform the community about several free services offered in the City of Sacramento to cope with the quarantine</p>

		and offer techniques to deal with anxiety and fear during this period of Covid-19. Participants: Liliana Garcia Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Sponsored program from Mutual Housing California organization to inform the community where and what this organization does for the community. The organization develops and operates resident-controlled communities for modest-income families in Sacramento and the Yolo County communities. Participants: Vanessa Guerra, Project Manager Alma Garcia, PSA Coordinator.
Sponsorship	Live Program	Lazer sponsored a program with Deputy District Attorney Sonia Satchell to educate the community about human trafficking and sexual exploitation of children. This court is designed to deal with children who are in danger of entering a life of prostitution. It also deals with adults with prostitution offences, they provide the venue to these people to find a job or return to school and leave the life of prostitution. Participants: Sonia Satchell Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting together with the Better Business Bureau promote ways to avoid risk of being scammed in the real estate industry and where to present claims if you think you are the victim of a scam. Participants: Alma Galvan Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors several programs over the year for Sacramento County Mental Health Department to educate the community about the misconceptions or stigma related to mental illness and how and where residents can find and receive help. Participants: Jesus Cervantes and Xiomara Seide 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, The Parent Project, Alcohol and Drug prevention program and Youth Activities to help grow leadership in our communities. Participants: Carlos Quiroz and Graciela Lopez Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer and CommuniCare Health Center educate the community about Prenatal health Program, Immunizations, Pediatrics and Adolescent health care, Outreach and insurance enrollment. Participants: Mari Trejo, Genevieve Hansen, Sulma Guerrero and Beatriz Vargas

		Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors programs from Step to College 2020 to provide information to students about the options to apply to different universities, and the financial aid available for those students that are interested in furthering their education. Participants: Martin Alcala and Alma Garcia PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsors program from BBB to provide information about workshops that are available for small businesses that can help with developing appropriate plans to re-open for business during Covid-19.
Sponsorship	Live Event	Lazer Broadcasting sponsored the Mexican Consulate by presenting the program “The week of the Labor Rights” which is held every year at the consulate general office in Sacramento. The message sent was the importance of the workforce that the farm workers represent in the U.S. and the governmental and non-governmental organizations such as CAL OSHA, WHD, EEOC as well as other Unions that represent this workforce for the protection of the labor workers and immigration laws.
Sponsorship	Live Program	Lazer Broadcasting Sponsored a program from PG&E to inform the community of the incentives and assistance they are offering their clients during these times of Covid-19. Participants: Evelyn Escalera Alma Garcia, PSA Coordinator
Sponsorship	Live Program	Lazer Broadcasting sponsored a program from the Department of Health to inform the Hispanic community of the danger of pesticides in the work environment and how to protect themselves and where to report irregularities in the use of certain pesticides. Participants: Cristal Suazo Alma Garcia, PSA Coordinator
Sponsorship	Sponsored Event	Lazer Broadcasting provides free programs to the Mexican Consulate and the CAMP Program of the University of Sacramento to educate the Hispanic community of the services offered by the university fair such as admission process, school transfers, the difference between community college and universities and financial aid information. Participants: Mariana Tyler, Alessandra Morrison and Miguel Molina Alma Garcia, PSA Coordinator
Sponsorship	Sponsor	Lazer Broadcasting sponsors programs for the DMV to inform the public about the new

		<p>regulations, and update about the AB60, how to get issues fixed in a faster way, questions from the public.</p> <p>Participants: Armando Botello Alma Garcia PSA Coordinator</p>
Sponsorship	Sponsor	<p>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.</p> <p>Participants: Everly Ban Torres Alma Garcia, PSA Coordinator</p>
Sponsorship	Sponsor	<p>Lazer sponsors programs for American River College to inform the community of the changes in immigration reforms and policies, the resources that are offered to undocumented students, etc.</p> <p>Participating Manuel Alejandro Perez Alma Garcia, PSA Coordinator</p>
Sponsorship	Sponsor	<p>Lazer sponsors programs for the Crime Victim Assistance Network to inform the public of the services provided by this organization for victims of crimes, such as Emotional support, Mental Health Counseling, Advice, Support with court hearings and provides references to resources in the community.</p> <p>Participants: Nancy Valadez Alma Garcia, PSA Coordinator</p>
Sponsorship	Sponsor	<p>Lazer sponsored a program for the State University of Sacramento to introduce information about their Summer Course program, orientation for students and parents about the process of enrollment, financial aid, all this for the purpose of helping high school students attend courses so they can live the experience of going to college and take advantage of extracurricular activities that are offered.</p> <p>Participants: Miguel Molina Alma Garcia, PSA Coordinator</p>
Sponsorship	Sponsor	<p>Lazer sponsors free programs for United Latinos a nonprofit organization dedicated to helping the Latino community with different programs, from assisting parents of high school students by taking them to universities and providing information about career and education as well as providing information about the process to enroll in a 4 year university.</p> <p>Participants: Hibbis Canon and Arturo Aleman Alma Garcia, PSA Coordinator.</p>