

LAZER BROADCASTING CORPORATION

EEO PUBLIC FILE REPORTS

FOR

STATIONS

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

**This EEO Public File Report
Covers the Period of
August 1, 2022 to July 31, 2023**

Equal Employment Opportunity Public File Report

Stations KXLM, KLJR, KOXR 2022-2023

Recruitment Activity Summary August 1, 2022 - July 31, 2023

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, 2023, the Stations filled the following full-time vacancies:

Job Title

Receptionist (1)
Sales Assistant (1)
Digital Production (1)
Director of Sales (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	0
Indeed.com	1
Southern CA Broadcasters Association	
Apple Temporary Services	
Radio Ads - KXLM/KLJR/KOXR	1
Industry Referral	2
Monitor Latino	
Employee Referral/In-House Posting	1
LinkedIn	
Lazer Network Ads	
Craigslist	7
Oxnard College	
Ventura College	
El Concilio del Condado de Ventura	
Hispanic Chamber of Commerce	

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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:	<u>Receptionist</u>
Recruitment Source that Referred the Hiree:	<u>Employee Referral</u>
Date Vacancy Opened:	<u>07/27/22</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>8/24/22</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?
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 rtalili@vcccd.net	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 accounting@radiolazer.com	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	0	Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant
Recruitment Source that Referred the Hiree: Craigslist
Date Vacancy Opened: 9/26/22
Total Number of Persons Interviewed for the Vacancy: 3
Date Vacancy Filled: 11/1/22

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
INDEED.COM		Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	1	Yes
Industry Referral Entravision Solutions National Reps 6900 Hollywood Blvd. Los Angeles, CA Mary Hawley (323) 464-1311	0	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 rtalili@vcccd.net	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-Intern 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 accounting@radiolazer.com	0	Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Digital Production</u>
Recruitment Source that Referred the Hiree:	<u>Craigslist</u>
Date Vacancy Opened:	<u>12/28/22</u>
Total Number of Persons Interviewed for the Vacancy:	<u>4</u>
Date Vacancy Filled:	<u>1/16/23</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
INDEED.COM	1	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 rtalili@vcccd.net	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
In House Posting/Employee Referral 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 accounting@radiolazer.com	0	Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Director of Sales</u>
Recruitment Source that Referred the Hiree:	<u>Industry Referral</u>
Date Vacancy Opened:	<u>02/16/22</u>
Total Number of Persons Interviewed for the Vacancy:	<u>2</u>
Date Vacancy Filled:	<u>04/03/23</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
Southern California Broadcasters-Industry Referral Robert Tapia (323) 464-1421	1	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 rtalili@vcccd.net	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 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 accounting@radiolazer.com	0	Yes
Station Acquisition	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:

Activity Classification	Type of Activity	Brief Description
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	<p>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.</p> <p>Oxnard College Scholarship Fund 4000 S. Rose Ave. Oxnard, CA 93033 Jaime Casillas, Dean of Economic Development (805) 986-5888</p>
Sponsorship	Scholarship Program	<p>El Concilio Del Condado Ventura Annual Scholarship Program. Lazer Broadcasting sponsors this program by providing air time and an annual contribution.</p> <p>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</p>
Sponsorship	Sponsorship	Lazer Broadcasting sponsors the Oxnard Police 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.

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 19th. to the 21st. 2023 where Lazer raised over \$378,000. The money raised helps to 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 Llinas
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 Llinas
Sponsorship	Sponsor	Lazer Broadcasting is member of the Camarillo Chamber of Commerce and uses this venue for additional recruiting activity as needed. Participating Employee: Mark Spellman
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 Llinas
Sponsorship	Sponsor	Lazer Broadcasting Corporation sponsors fee programs for Oxnard Union High School District

		<p>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> <p>Participating Employee: Alicia Llinas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs for Center For Employment Training to inform the community of their recruiting program and educate the community on how they can get into a training program for a better future. Monique Marquez</p> <p>Participating Employee: Alicia Llinas</p>
Sponsorship	Sponsor	<p>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 to stay away from gangs and violence. Jesus Lopez Varela.</p> <p>Participating Employee: Alicia Llinas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs for CA. State University Channel Island to inform the community of current opportunities offered to students to continue their education.</p> <p>Participating Employee: Alicia Llinas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs for Oxnard Community College to inform the community of free classes for students to show them the different programs and scholarships that they can apply to for financial aid.</p> <p>Participating Employee: Alicia Llinas</p>