

# CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD June 1, 2023 – May 31, 2024

**Statement of EEO Policy**

This Equal Employment Opportunity (EEO) Public File Report is filed in compliance with Section 73.2080 [c] [6] of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of KNAI (AM) and KAHM (FM).

Chavez Radio Group is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring equal opportunity in employment and non-discrimination in all of its policies and practices, including the area of employment. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

The Recruitment Sources are identified by number and listed (with contact information) in the following pages.

**Full-Time job vacancies filled during the reporting period June 1, 2023 through May 31, 2024**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
<b>Account Executive Hire Date: 8/15/2023</b>	See Attached Recruitment Sources	Employee Referral	3
<b>Account Executive Hire Date: 1/09/1024</b>	See Attached Recruitment Sources	Employee Referral	3
Total number of persons interviewed during applicable period:			6

**SUPPLEMENTAL RECRUITMENT MEASURES:**

In addition to direct job vacancy announcements and hiring procedures, we complied with the initiative outlined in the 2002 EEO Rule Sec. 73.2080 [c] [2] regarding supplemental recruitment activity. For this reporting period we participated in or conducted the following:

Activity/Description	Date	Staff Participant(s)	Sponsor / Initiator
Glendale school district job fair	7/29/2023	KNAI	
Glendale school district job fair	1/20/2024	KNAI	

**RECRUITMENT SOURCES:**

\* Designates an entity requesting notification.

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral	2	Account Executive
2	KNAI – On Air Announcements 1440 E. Washington St. Phoenix, AZ 85034 602-269-3121		
3	Arcoro Jobs www.arcoro.com	2	Account Executive
4	Indeed.com www.indeed.com	1	Account Executive
5	Zip Recruiter www.ziprecruiter.com		Account Executive
6	Better Jobs www.betterjobs.com		Account Executive
7	Chavez Foundation www.chavezfoundation.org	2	Account Executive
8	CareerJet www.careerjet.com		
9	DirectEmployers Association https://directemployers.org		
10	Glass Door www.glassdoor.com		Account Executive
TOTAL		6	

**Participated in Community Events.**

7/20/2023 SOUTHWEST LEADERSHIP ACADEMY. KNAI provided on-air support for this Back-to-school health fair.

7/29/2023 GLENDALE ELEMENTARY SCHOOL DISTRICT. KNAI provided on-air support and exposure for this back to school and job fair community event.

8/3/2023 Villa Peña Apartments. Senior and resident community event. KNAI hosted this event where music and prizes were provided for the residents.

8/3/2023 KNAI hosted and provided live music at the Roosevelt School District. Back-to-school event.

9/6/2023 KNAI hosted an event at South Ridge High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

9/16/2023 KNAI participated with Latin Pride Alliance to celebrate "Latin LGBT Pride" unique culture, traditions, and community.

9/28/2023 KNAI hosted an event at Trevor G Browne High School. Using the radio station to attract a larger audience participation, DJs educated the students about the importance of graduating from High School and pursuing higher education.

10/7/2023 KNAI participated with the City of Surprise "Fiesta Grande" to celebrate unique cultural traditions, and community involvement.

10/21/2023 KNAI participated at the Callar Duele Mas Event. Event focus was hosted to draw attention to End Violence against Women.

10/28/2023 Casa Bill Soltero Apartments. Host and live music to seniors and resident's community event.

11/2/2023 Glendale Community School Event. KNAI hosted an event at Trevor G Browne High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

11/18/2023 El Guajoloton KNAI participated with Prensa Arizona, giving away 500 turkeys to families in need.

12/2/2023 KNAI participated as a media partner with the Chicanos por la Causa "Angeles del Barrio" to give away toys and provide resources and services for immigrants, we hosted and provided live music.

12/8/2023 KNAI hosted an event at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

12/12/2023 Dia de La Virgen Rancho Corona. Community event to give away food to families in need. We also provided live music.

12/16/2023 Very Merry Maryvale Event with Council Women Betty Guardado. 3000 Toy distribution community event, hosted event and provided live music.

12/19/2023 Paseo Abeytia. Host and live music to seniors and resident's community event.

2/4/2024 Meryvale Mercado with Council Women Betty Guardado. Community event to promote local business by providing advertising support and providing live music.

2/14/2024 KNAI hosted an event at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

2/23/2024 Casa Academy. Provided live music and prizes. Also participate with station talent to present various roles within the operation of the radio station.

2/27/2024 Heatherbrae Cartwright District. Community event, hosting, live music and prizes.

3/9/2024 KNAI hosted a blood drive in conjunction with Vitalant at the La Campesina radio station office.

3/22/2024 KNAI hosted an event at Trevor G. Browne High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

3/23/2024 KNAI hosted an event and health fair at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

3/28/2024 KNAI hosted an event and celebrated Cesar Chavez Day at Cesar Chavez High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

3/29/2024 KNAI participated as a media partner with City of Chandler “Cesar Chavez” event to celebrate unique culture, traditions, and community.

3/30/2024 KNAI participated as a media partner with City of Chandler “Cesar Chavez” event to celebrate Cesar Chavez Day, unique culture, traditions, and community.

4/7/2024 Meryvale Mercado with Council Women Betty Guardado. Community event to promote local business with promotion and local music.

4/27/2024 KNAI hosted an event “Dia del Niño” at Roosevelt School District using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education.

4/27/2024 KNAI Dia del Niño Event (hosted a free community event with the City of Phoenix) to give away 1000 toys to families in need as well live music and information.

5/1/2024 KNAI hosted an event and health fair at Carl Hayden High School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduating from High School and pursuing higher education including careers in broadcast media.

5/9/2024 KNAI hosted “Spring Festival” an event at J.B Sutton Elementary School. Using the radio station to attract a larger audience to participate, DJs educated the students about the importance of graduation.

5/19/2024 KNAI hosted “Women’s Movement” an event to empower and celebrate women who inspired.

5/22/2024 SB1070 Capitolio Broadcast – Broadcast HCR 2060.