

CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD June 1, 2021 – May 31, 2022

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 radio stations KNAI (AM) 101.9/860 (Phoenix, AZ) and KAHM(FM) Spring Valley, AZ.

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, 2021 through May 31, 2022

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Promotions	See Attached Recruitment Sources 1 & 2	Employee Referral & On-Air Announcements	4
General Sales Manager	See Attached Recruitment Sources 4	Indeed.com	3
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Total number of persons interviewed during applicable period:			10

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
<u>Staff Luncheon</u> Gathered with Staff an announced positions that were open to spread the word to friends/family.	11/19/21	CCF Staff	NCC
<u>Day of Service 1</u> NCC hosted day of service which allowed for KNAI to educate and connect with staff and students	3/10/22	CCF Staff, High School Admins, Chaperones	NCC
<u>Day Of Service 2</u> NCC hosted day of service which allowed for KNAI to educate and connect with staff and students	3/18/22	CCF Staff, High School Admins, Chaperones	NCC
<u>First Lady Visit to Keene, CA</u>	3/28/22		NCC
<u>Day of Service 3</u> NCC hosted day of service which allowed for KNAI to educate and connect with staff and students	3/29/22	CCF Staff, High School Admins, Chaperones	NCC
<u>Day Of Service 4</u> NCC hosted day of service which allowed for KNAI to educate and connect with staff and students	3/31/22	CCF Staff, High School Admins, Chaperones	NCC
<u>NPS first meet with Executive Director of NCC</u>	4/20/22	NPS employees, NCC staff	NCC
<u>Day OF Service 5</u> NCC hosted day of service which allowed for KNAI to educate and connect with staff and students	5/6/22	CCF Staff, High School Admins, Chaperones	NCC

CA-SSPLC	Site Address	# of Units	Education Workshop	Vaccine Clinic Event date
Las Palmas de Sal Gonzales	5070 East Kings Canyon Road Fresno, CA 93727	135	11/29/21	11/30/21
Casa Velasco	4050 N. Fruit Ave. Fresno, CA 93705	150	12/1/21	12/2/21
Villa Martinez	2212 N Marks Ave, Fresno, CA 93722	106	12/6/21	12/7/21

Plaza Mendoza	1725 N. Marks Ave. Fresno, CA 93722	132	12/8/21	12/9/21
Salandini Villa	13785 E. Manning Ave. Parlier, CA 93648	148	12/13/21	12/14/21
Ross Gardens	invited to Plaza Mendoza	140	Distribute packets	
Villa La Paz	invited to Salandini Villa	81	Distribute packets	

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	Promotions
2	KNAI AM – On Air Announcements 1440 E Washington St Phoenix, AZ 85034 Phone (602) 269-3121 /Fax (602) 269-3020	2	Promotions
3	Craigslist 1381 9 th Ave., San Francisco, CA 94112 Email: jobs@craigslist.org		
4	Indeed.com www.indeed.com	6	General Sales Manager & Account Executive
5	Zip Recruiter www.ziprecruiter.com		
6	Job Rapido https://us.jobrapido.com		
7	Chavez Foundation www.chavezfoundation.org		
8	Career Jet www.careerjet.com		
9	DirectEmployers Association https://directemployers.org		
10	Glass Door www.glassdoor.com		
TOTAL		7	

Internship Program. Established an internship program to assist community students acquire skills in broadcasting. During the reporting period, the Programming Department had one community service intern from February to March 2022 who assisted in organizing a market survey and tabulating data obtained from the surveys.

Equal Employment Opportunity Training. In February 2022, all managers attended a training regarding equal employment opportunity and preventing harassment, sexual harassment, hostile work environment and *quid pro quo*.

Participated in Community Events.

On January 15th, 2022 KNAI participated in a Deliver for Voting Rights, MLK Day to encouraging our community to register to vote.

On February 5th, 2022 KNAI hosted a blood drive in conjunction with Vitalant at the La Campesina radio station office.

On February 11th, 2022 KNAI hosted a Valentine Day event at Carl Hayden High School. Utilizing the radio station to attract a larger audience to participate, then DJ's educated the students about the importance of graduating for High School and pursuing a higher education.

On Sunday February 20th, 2022, KNAI participated with CHISPA to help organize a clean up the Rio Salado.

On Wednesday March 30th, 2022, KNAI hosted a Cesar Chavez Day at Roosevelt School District No. 66. Purpose was to educate the students about Cesar Chavez, as well encourage them to pursue higher education.

On April 26th, 2022, KNAI hosted a free vaccination event at the station office in conjunction with Maricopa County Health and Human Services.

On May 12th, 2022 KNAI hosted a Mother's Day event at Trevor Brown High School. Utilizing the radio station to attract a larger audience to participate, then DJ's educated the students about the importance of graduating for High School and pursuing a higher education.

On May 14th, 2022 KNAI hosted a blood drive in conjunction with Vitalant at the La Campesina radio station office.

On August 11, 2020 KNAI participate in a drive thru back to school supply giveaway.

On August 22, 2020 KNAI participated at COVID-19 testing site with Equality Health.

On August 27, 2020 KNAI participated at COVID-19 testing site with GCU.

On September 19, 2020 KNAI participated at COVID-19 testing site with CPLC.

On September 26, 2020 KNAI participated at COVID-19 testing site with city of phoenix

On October 5-9 2020 KNAI participated with City of Surprise virtual "Fiesta Grande" to celebrate Mexican's Independence Day.

On November 7, 2020 KNAI participated at COVID-19 testing site with CPLC.

On November 20, 2020 KNAI participated with Medicare giving away 300 turkey to family of needs.

On January 9, 2021 KNAI participated at COVID-19 testing site with Equality Health.

On March 28, 2021 KNAI participated at COVID-19 testing site with Equality Health.

On April 17, 2021 KNAI participated at COVID-19 testing site with Equality Health.

May 5, 12, 19 2021 KNAI participated at COVID-19 testing site with city of Phoenix.