

# CHAVEZ RADIO GROUP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD June 1, 2020 – May 31, 2021

**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, 2020 through May 31, 2021**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
<b>Promotions</b>	See Attached Recruitment Sources 1-4	Employee Referral	4
Total number of persons interviewed during applicable period:			4

**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:

<b>Activity/Description</b>	<b>Date</b>	<b>Staff Participant(s)</b>	<b>Sponsor / Initiator</b>
<b><u>Uppercrust Bakery Job Fair Phoenix, AZ</u></b> Uppercrust Bakery created a job fair that KNAI was able to be a part of. KNAI collected application for promotions teach position.	10/28/20	AE & Promotion	Uppercrust Bakery
<b><u>Elite Taxi Job Fair Phoenix, AZ</u></b> Elite Taxi hosted a job fair that allowed KNAI to participate and collect application.	07/10/20	AE & Promotion	Elite Taxi

**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 <sup>th</sup> Ave., San Francisco, CA 94112 Email: jobs@craigslist.org	0	Promotions
4	Indeed.com www.indeed.com	0	Promotion
TOTAL		4	

**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 October to November 2020 who assistant with competitive research and technical monitoring and evaluation. The Programming Department had another intern from January to March 2021 who assisted with a station audit, including evaluation of sale, promotions and marketing.

**Equal Employment Opportunity Training.** On May 28, 2021, all managers attended a training regarding equal employment opportunity and preventing harassment, sexual harassment, hostile work environment and *quid pro quo*.

**Sponsored Virtual Job Fair.** Conducted a virtual job fair in the summer of 2020 which was promoted on the station daily and through daily social media posts. The job fair had a dedicated web page where visitors were able to search for opportunities in specific markets and specific industries. Links were provided that allowed visitors to complete job applications online, as well as set up appointments for interviews via phone or video conference. Additional links were provided with tips on how to do well during the interview process, how to build a resume, and how to take precautions during the current pandemic.

**Participated in Community Events.**

On June 12, 2020 KNAI participated in a virtual Census encouraging our community to fill theirs out and returning them back.

On June 20-27, 2020 KNAI participated at COVID-19 testing site with the city of phoenix. KNAI broadcasting via Facebook letting the community know that the opportunity of getting tested.

On July 28, 2020 KNAI participated drive thru back to school fair.

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.