

2018-2019 ANNUAL EEO PUBLIC FILE REPORT

Station(s):	KVLA, KJAI
Community(ies) of License:	Pasadena/Los Angeles, Redlands, Coachella, Ojai California
Reporting Period:	August 1, 2018 – July 31, 2019
Number of Full Time Employees:	149
Small Market Exemption:	N

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participated in at least 5 job fairs by station personnel who have substantial responsibility in making hiring decisions.	<ol style="list-style-type: none"> 1) National Association of Hispanic Journalists / Native American Journalists Association Career Expo: July 19 – July 20, 2018 2) National Association of Black Journalists Career Convention: August 1 – August 3, 2018 3) Asian American Journalist Association Conference: August 8 – August 11, 2018 4) University of Southern California: <ol style="list-style-type: none"> a. Media Networking: October 16, 2018 b. Career Fair: March 20, 2019 5) California Chicano News Media Association Career Fair: October 11, 2018
Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Describe: Internships are offered year-round for students and recent grads (within 1 year) to develop skills for broadcast employment. Internships are paid and may also be eligible for course credit.
Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Describe: The following training was provided: <ul style="list-style-type: none"> • Mindfulness Session (2 sessions) • Surviving and Thriving in Times of Change • Unconscious Bias Training
Established a mentoring program for station personnel.	Describe: A mentoring relationship with a leader who is internal or external to the organization is included in the Emerging Leaders program.
Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes	Identify job banks/newsletters: Asian American Journalists Association (AAJA), journalisjobs.com, Investigative Reporters and Editors, Online News Association, Poynter, National Association

substantial participation of women and minorities.	for Black Journalists (NABJ), National Association for Hispanic Journalists (NAHJ)
--	--

LIST OF POSITIONS FILLED

Job #	Job Title	Employment Type	Start Date	Recruitment Source
259-18	Digital Campaign Manager, SCPR	Reg FT	8/13/2018	Linked In
254-18	Data Editor, SCPR	Reg FT	8/15/2018	Other
122-19	Editor, SCPR (Science & Environment)	Reg FT	9/3/2018	Employee referral
103-19	Software Engineer, SCPR	Reg FT	9/12/2018	Employee referral
104-19	Financial Analyst II, SCPR	Reg FT	9/28/2018	Agency
117-19	Technology Support Specialist	Reg FT	10/8/2018	Employee referral
106-19	Financial Analyst I, SCPR	Reg FT	10/17/2018	Refer.io
113-19	Digital Producer, LAist	Reg FT	10/23/2018	Employee referral
111-19	Producer, SCPR (Morning Edition)	Reg FT	10/28/2018	Other
269-18	Reporter I OR Reporter II, SCPR (General Assignment)	Reg FT	10/29/2018	Employee referral
133-19	Visual Journalist SCPR	Reg FT	12/26/2018	Employee referral
160-19	Traffic Associate	Reg FT	1/2/2019	Employee referral
163-19	Engagement Producer, Early Childhood Education	Reg FT	2/4/2019	Employee referral
129-19	Editor, SCPR (Education)	Reg FT	2/20/2019	Employee referral
180-19	Audience Insights Analyst - SCPR Focus	Reg FT	2/27/2019	Indeed
227-19	Member Services Representative	Reg FT	5/21/2019	ZipRecruiter Organic
238-19	Executive Editor	Reg FT	5/26/2019	Employee referral
215-19	Major Gifts Officer	Reg FT	6/19/2019	Other
221-19	Talent Acquisition & Development Manager	Reg FT	7/15/2019	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 46

Recruiting Sources Referring Interviewees During Hiring Period	Number of Interviewees
APM Careers Website	7
Association of Fundraising Professionals	1
Employee Referral	8
Google	1
Indeed	13
LinkedIn	1
Other	4
Refer.io	5
Twitter	3

Word of Mouth	2
ZipRecruiter Organic	1

RECRUITING SOURCES USED

Recruiting Source	Contact Info	Types of Jobs
American Broadcasting School	http://radioschool.com/home.htm	Receives some job postings
American Public Media Careers website	http://americanpublicmedia.publicradio.org/careers/	Receives all job postings
Arizona State University – Walter Cronkite School	https://cronkite.asu.edu/	Receives some journalism job postings
Asian American Journalists Association (AAJA)	www.aaja.org and listserve	Receives all journalism job postings
Career Centric	http://careercentric.com/	Receives all job postings (auto-aggregator)
CareerJet	https://www.careerjet.com/	Receives all job postings (auto-aggregator)
Columbia Graduate School of Journalism -	www.jrn.columbia.edu/	Receives some journalism job postings
Corporation of Public Broadcasting (CPB)	www.cpb.org/jobline/	Receives all job postings
CURRENT Magazine	www.current.org/advertise/adsclass.shtml	paid advertising (occasional use for on-air or content jobs)
Facebook: American Public Media Careers	www.facebook.com/apmgcareers	Receives all job postings
Glassdoor.com	www.glassdoor.com	Receives all job postings (auto-aggregator)
Google	www.google.com	Search engine (all postings are available)
Indeed.com	http://www.indeed.com/	Receives all job postings
Jobbydoo	https://www.jobbydoo.com/	Receives all job postings (auto-aggregator)
JobCase	https://www.jobcase.com/	Receives all job postings (auto-aggregator)
Job Fair	see Recruitment Initiatives for a list	We recruit for all open journalism jobs at each job fair
Job Inventory	http://www.jobinventory.com/	Receives all job postings (auto-aggregator)
JobisJob	https://www.jobisjob.com/	Receives all job postings (auto-aggregator)
Jooble	https://us.jooble.org/	Receives all job postings (auto-aggregator)
Journalismjobs.com	www.journalismjobs.com	paid advertising (occasional receives journalism jobs)
Journalismnext.com	www.journalismnext.com	Paid advertising. Paid posting site. Receives some journalism job postings.
Juju	https://www.juju.com/	Receives all job postings (auto-aggregator)

Linked In	www.linkedin.com	Receives all job postings
Medill School of Journalism	www.medill.northwestern.edu/medill/	Receives some journalism job postings
Missouri School of Journalism	http://journalism.missouri.edu/forms/job-form.html	Receives some journalism job postings
Monster.com	www.monster.com	paid advertising; used occasionally for positions in tech, finance, etc.
MPR APM SCPR Company Intranet	http://infoserverwiki.publicradio.org/index.php/Main_Page	Receives all job postings
NAACP	https://www.naacp.org/	Receives some job postings
National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	www.nabj.org	Paid posting site Receives some journalism job postings
National Association of Broadcasters (NAB)	www.nab.org	Paid advertising; receives engineering and broadcast-related positions
National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org	Paid posting site Receives some journalism job postings
Native American Journalists Association (NAJA)	www.naja.com	Paid posting site. Receives some journalism job postings
Neuvoo	https://neuvoo.com/	Receives all job postings (auto-aggregator)
New York University	http://journalism.nyu.edu/careerservices/jobs/	Receives some journalism job postings
Online News Association	http://journalists.org/networking/job_postings.asp	Paid site Receives some digital content-related jobs
Pew Center for Civic Journalism; email: rwyhof@pccj.org	http://www.pewcenter.org/	Paid site Receives some journalism job postings
Poynter Institute (Journalism)	www.poynter.org	Paid advertising; occasionally receives journalism job postings
PRADO Listserve		Receives all journalism job postings
Professional diversity network	https://www.prodivnet.com/	Receives all job postings
Radio-Television News Directors Association (RTNDA)	www.rtnnda.org/jobs/	
Refer.io	www.refer.io	Receives all job postings (auto-aggregator)
Romanesko.com	http://jimromenesko.com/journalism-jobs/	
SimplyHired	https://www.simplyhired.com/	Receives all job postings (auto-aggregator)
Society of Broadcast Engineers (national)	http://www.sbe.org/career_jobsonline.php	paid advertising; occasionally receives broadcast engineering jobs

Southern CA Broadcasters Assoc	http://www.scba.com/	Receives some journalism job postings
Stackoverflow.com	www.careers.stackoverflow.com	paid advertising; used for digital jobs
The Chronicle of Philanthropy Careers	http://careers.philanthropy.com	paid advertising; occasionally used for senior level development jobs
Twitter	www.twitter.com/APMGJobs	Receives all job postings
UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/	Receives all journalism job postings
UCLA	http://ucla-csm.symplicity.com//employers	Receives all journalism job postings
ZipRecruiter	https://www.ziprecruiter.com/	Receives all job postings (auto-aggregator)