

**EEO PUBLIC FILE REPORT**

For the period 8/1/19 through 7/31/20

Prepared by:  
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Hi-Favor Broadcasting, LLC  
KLTX-AM, KEZY-AM, KSDO-AM

**This report covers the following employment unit:**

Call Sign	Facility ID Number	Type of Station	Location: City, State
KLTX	58625	AM	Long Beach, CA
KEZY	28663	AM	San Bernardino, CA
KSDO	51166	AM	San Diego, CA

**A. The following is a list of all vacancies for full-time jobs during the reporting period:**

	Job Title	Date Open	Date Filled	Resource Used	Total Interviewed
1	Account Rep	08/05/2019	10/01/2019	2, 3, 4, 5	1
2					0
3					0
4					0
5					0

**B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:**

	Recruitment Source	Address	Contact Person	Telephone Number
1	Southern California Broadcasters Association (SCBA)	5670 Wilshire Blvd. #1370 Los Angeles, CA 90036	LaFern Watkins	323-938-3100
2	KLTX-AM	On-Air Job Opening Ad	KLTX	626-356-4230
3	KEZY-AM	On-Air Job Opening Ad	KEZY	626-356-4230
4	KSDO-AM	On-Air Job Opening Ad	KSDO	626-356-4230
5	Employee Referral			
6				
7				
8				

**C. The following lists the recruitment source which referred each hiree shown in section A. above:**

Job Title	Recruitment Source
Account Rep	5

**D. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:**

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
Southern California Broadcasters Association (SCBA)	
KLTX-AM	
KEZY-AM	
KSDO-AM	
Employee Referral	1

**E. During the reporting period, the station employment unit engaged in the following initiatives:**

On a weekly basis, the employment unit reviews current advertising sales and offers suggestions in order to improve sales techniques and results. The entire sales force participates in these discussions and these meetings are open to any other personnel interested in sales.

In early July 2019, Hi-Favor contracted with a former Radio executive to work with our sales force to educate and improve sales. The consultant visits monthly and is available by phone.