

# High Desert Broadcasting LLC

## Annual EEO Public File Report

Year 2021

This annual EEO public file report for High Desert Broadcasting LLC (“High Desert”) covers recruitment and hiring for the broadcasting stations listed below for the period from August 01, 2020 through July 31, 2021.

Call Sign	Station ID	City of License
KUTY (AM)	22011	Palmdale, CA
KQAV (FM)	70879	Rosamond, CA
KOSS (AM)	19702	Lancaster, CA
KGMX (FM)	19703	Lancaster, CA
KKZQ (FM)	85024	Tehachapi, CA
KMVE (FM)	33526	California City, CA
KCEL (FM)	164156	Mojave, CA – Coloma Mojave

During this reporting period High Desert filled the (0) full-time position:

None

Information on the interviewees and the recruitment sources utilized to fill these positions follows. A complete list of organizations or recruitment sources used by High Desert for community outreach during the reporting period is contained in Appendix A to this Report. A complete list of organizations or recruitment sources requesting notification of full-time job vacancies is contained in Appendix B. Information on the supplemental recruitment measures engaged in by High Desert during the reporting period is contained in Appendix C.

Appendix A

## Community Outreach Organizations

Name of Source: High Desert Broadcasting LLC<sup>1</sup>  
Contact Person: Marissa Garcia  
Address: 570 East Avenue, Q-9 Palmdale CA 93550  
Telephone: (661) 947-3107 Fax: (661) 999-6700  
E-mail: jobs@highdesertbroadcasting.com  
How was notification given to this source? N/A – In House

Source: Cal State University Bakersfield  
Center for Community Engagement & Career Education  
Address: 43909 30<sup>th</sup> Street West, Lancaster CA 93536  
Contact: career@csu.edu  
How was notification given to this source? Email

Source: Zonta Organization  
Address: P.O. Box 88, Lancaster CA 93536  
Contact: Attn: Job Postings  
Telephone: (661) 317-7694  
How was notification given to this source? Mail

Name of Source: Antelope Valley Hispanic Chamber of Commerce  
Address: 819 East Avenue Q-9, Palmdale CA 93550  
Contact: Office@AVHCC.org  
Telephone: (661) 538-0607  
How was notification given to source? Email

Name of Source: Chapman University College – Antelope Valley  
Contact: erclark@chapman.edu  
Address: 40015 Sierra Highway, Suite B-160, Palmdale CA 93550  
Telephone: (661) 948-4141  
How was notification given to source? Email

Name of Source: Southern California Broadcasters Association (SCBA)  
Online Posting  
Address: 5670 Wilshire Boulevard, #200  
Los Angeles, CA 90036  
Telephone: (323) 930-5595 Fax: (323) 932-1425  
How was notification given to this source? Online

Name of Source: All Access Music Group  
Website: www.allaccess.com  
Web Address: <http://www.allaccess.com>  
How was notification given to this source? Online

Name of Source: Employment Development Department  
Address: 1420 West Avenue I, Lancaster CA 93534  
Contact: Attn: Job Postings  
Telephone: (661) 726-4128 Fax: (661) 945-5767  
How was notification given to this source? Fax

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<sup>1</sup> High Desert Broadcasting LLC as a recruitment source includes station on-air ads for job applicants, station internet or website ads, in-house postings, employee internal hires or promotions, employee referrals, and walk-ins or call-ins to the stations.

Name of Source: Regional Occupational Center  
Address: 1156 East Avenue S, Palmdale CA 93550  
Contact: Attn: Job Postings  
Telephone: (661) 575-1037 Fax: (661) 575-1010  
How was notification given to this source? Fax

Appendix B

Organizations Requesting Notification

Source: Southern California Broadcasters Association (SCBA)  
Address: 5670 Wilshire Boulevard, #200, Los Angeles, CA 90036  
Contact: (323) 930-5595 Fax: (323) 932-1425

Source: Employment Development Department  
Address: 1420 West Avenue I, Lancaster CA 93534  
Contact: Attn: Job Postings - (661) 945-5037

Source: Regional Occupational Center  
Address: 1156 East Avenue S, Palmdale CA 93550  
Contact: Attn: Job Postings - (661) 575-1021

### **SUPPLEMENTAL RECRUITMENT ACTIVITIES**

As of April 01, 2020 – May 15, 2021 – All stations were on lockdown due to COVID. We use other methods of communication to meet supplemental recruitment activities.

#### The Goldstein Law Firm

June 01, 2021 Seminar – Covid Back to Work issues facing employers – How to help  
This seminar was a webinar where HR Professionals and Owners heard about compliance in the workplace with safety. We use these seminars to network with the presenter and other companies to share about radio and the things associated with hiring, compliance and community events. We solicit non-profits to set up job fairs, job announcements and open houses.

#### Employer Advisory Council

January 20, 2021 Seminar – California “Clarified” Independent Contractor  
This seminar was about the independent contractor and HR professionals attending can share anything regarding their employers. I shared about the layoff status of our company and how it is important that radio provides a support system during COVID by sharing company’s needs such as social distancing, open/closed status and when things return, where can they go to get jobs.

#### Employer Advisory Council

January 13, 2021 Seminar – 2021 Employment Law Update  
This seminar was about the employers and HR professionals attending can share anything regarding their employers. I shared about the issues that Broadcasting companies are facing with downfall of revenue and the need to rehire staff that were laid off. I shared that our company is running PSA’s for any employer or company that needs assistance to share that they are open for business.

#### San Bernardino County Workforce Development Board

February 25, 2021 Seminar – 2021 Labor & Employment Law  
This seminar was about the employers and HR professionals that needed to hear about new compliance laws. I used this opportunity to share information about our PSA program and OPEN FOR BUSINESS assistance.

#### Goldstein Law Firm

March 10, 2021 Seminar – Managing Remote Employees  
This seminar was about the stress of managing employees and when they opened it up for questions and discussions, I introduced myself and shared about our stations and what we can provide to the community. PSA’s,

Open to business and hiring when things open up. Links to our stations and more..

Employer Advisory Council

April 21, 2021

Seminar – Workers Compensation and COVID

This seminar was about workers compensation and COVID. I shared about the Open for Business project and PSA's available to the public for no charge plus when we open, getting access to our websites and radio ads to share that we are and others are hiring.

Employer Advisory Council

May 12, 2021

Seminar – Covid in the workplace

This seminar was about COVID compliance. The agenda supported our support to share with the public about job opportunities, public service announcements and other community support needs.

Employer Advisory Council

June 09, 2021

Seminar – Vaccinated and ready to go

This seminar was about vaccinations. At end of seminar – we shared about job opportunities, public service announcements and other community support needs.