

LAZER BROADCASTING CORPORATION

EEO PUBLIC FILE REPORTS

FOR

STATIONS

Call Sign	Station ID	City of License
KXLM-FM	34349	Oxnard, CA
KLJR-FM	35925	Santa Paula, CA
KOXR-AM	866	Oxnard, CA

**This EEO Public File Report
Covers the Period of
August 1, 2024 to July 31, 2025**

Equal Employment Opportunity Public File Report

Stations KXLM, KLJR, KOXR 2024-2025

Recruitment Activity Summary August 1, 2024 - July 31, 2025

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies 2

During the period ending on July 31, 2025, the Stations filled the following full-time vacancies:

Job Title

Account Executive
Administrative Assistant
VP of Content

2. Total Interviewees for Full-Time Vacancies

The Station interviewed the following total number of people for all full-time vacancies during the period covered in this Report: 10

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees
Employee Re-Hire	1
Channel Island State University	0
Indeed.com	0
Southern CA Broadcasters Association	
Apple Temporary Services	
Radio Ads - KXLM/KLJR/KOXR	2
Industry Referral	2
Monitor Latino	
Employee Referral/In-House Posting	2
LinkedIn	
Lazer Network Ads	
Craigslist	2
Oxnard College	
Ventura College	
El Concilio del Condado de Ventura	
Hispanic Chamber of Commerce	
Lazer Network Ads	1

Lazer Broadcasting also uses as recruitment sources, On-Air Ads, internet and Website Ads, In-house Posting, Employee Internal Hires or Promotions, Employee Referrals, Walk-ins and Call-ins to the stations.

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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If you have questions concerning this Report, contact: Alicia Miranda (805) 240-2070

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive
Recruitment Source that Referred the Hiree: Employee Referral
Date Vacancy Opened: 06/20/24
Total Number of Persons Interviewed for the Vacancy: 4
Date Vacancy Filled: 08/01/24

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Lazer Network Radio Ads Traffic Department Maricela Vazquez (805) 240-2070 Fax (805) 240-5960	0	Yes
INDEED.COM		Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	1	Yes
Industry Referral Entravision Solutions National Reps 6900 Hollywood Blvd. Los Angeles, CA Mary Hawley (323) 464-1311	1	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 rtalili@vccd.net	0	No
Ventura College 4667 Telegraph Rd., Ventura, CA 93003 Career Center/Gloria (805) 654-6473	0	No
Craigslist Ventura.craigslist.org	1	No
California State University – Channel Islands 1 University Drive, Camarillo, CA 93012 Julie Antilla (805) 437-8823 Fax (805) 487-8824	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	0	No
In House Posting/Employee Referral 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 accounting@radiolazer.com	1	Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Admin. Assistant</u>
Recruitment Source that Referred the Hiree:	<u>Employee Referral</u>
Date Vacancy Opened:	<u>06/3/25</u>
Total Number of Persons Interviewed for the Vacancy:	<u>3</u>
Date Vacancy Filled:	<u>07/07/25</u>

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Lazer Network Radio Ads Traffic Department Maricela Vazquez (805) 240-2070 Fax (805) 240-5960	0	Yes
Academia Voz y Arte 200 S. A Street Isabel Garcia (805) 240-1028	0	Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	1	Yes
Industry Referral Lucy Gonzalez (323) 464-1311	0	No
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 rtalili@vcccd.net	0	No
Ventura College 4667 Telegraph Rd., Ventura, CA 93003 Career Center/Gloria (805) 654-6473	0	No
Craigslist Ventura.craigslist.org	1	No
California State University – Channel Islands 1 University Drive, Camarillo, CA 93012 Julie Antilla (805) 437-8823 Fax (805) 487-8824	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	0	No
Lazer Broadcasting Corporation – In House Posting/Employee Referral 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 accounting@radiolazer.com	1	Yes
<u>Station Acquisition</u>	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>VP of Content</u>
Recruitment Source that Referred the Hiree:	<u>Employee Re-Hire</u>
Date Vacancy Opened:	<u>05/5/25</u>
Total Number of Persons Interviewed for the Vacancy:	3
Date Vacancy Filled:	<u>07/07/25</u>

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Lazer Network Radio Ads Traffic Department Maricela Vazquez (805) 240-2070 Fax (805) 240-5960	1	Yes
KXLM/KLJR/KOXR ADS Traffic Department Rosa Pena (805) 240-2070	0	Yes
Oxnard College 4000 Rose Ave., Oxnard, CA 93033 Career Center/Reggie Talili (805) 986-5809 rtalili@vcccd.net	0	No
Ventura College 4667 Telegraph Rd., Ventura, CA 93003 Career Center/Gloria (805) 654-6473	0	No
Craigslist Ventura.craigslist.org	0	No
California State University – Channel Islands 1 University Drive, Camarillo, CA 93012 Julie Antilla (805) 437-8823 Fax (805) 487-8824	0	No
Mass Media, Inc./Industry Referral – Juan Carlos Hidalgo 818-901-9962	1	No
Lazer Broadcasting Corporation – In House Posting/Employee Referral/Employee Re-hire 200 S. A Street, Suite 400 Oxnard, CA 93030 Liz P. Phone (805) 240-2070 Fax (805) 240-5960 accounting@radiolazer.com	1	Yes
<u>Station Acquisition</u>	0	No

EXHIBIT B

COMMUNITY OUTREACH AND OTHER RECRUITMENT ACTIVITIES

The licensee has engaged in the following outreach activities during the period covered by this Report:

Activity Classification	Type of Activity	Brief Description
Job Recruiting/Membership	Job Recruiting	As members of the Southern California Broadcasters Association, Lazer normally contacts this organization to find information on referrals that are looking for employment in the industry. This source is mainly used for upper management recruitment. Elsa Bello H.R.
Website posting	Job Recruitment	Lazer Broadcasting uses its website to disseminate our Equal Employment Opportunity Program.
Radio Ads	Job Recruiting	Lazer Broadcasting Corp. runs recruitment ads throughout the year to recruit for different positions that become available during the year, and also to create a bank of applications of the most qualified individuals to have on hand when openings occur. Elsa Bello H.R.
Sponsorship	Sponsorship Program	Lazer Broadcasting Corp. sponsors Oxnard College by providing 30 min. programs to inform the community of the classes and programs they offer to improve their education. On August 11, 2024 they provided information about their ESL classes program. Participant: Gabriela Rodriguez Participant Employee: Alicia Llinas
Sponsorship	Sponsorship Programs	Lazer Broadcasting sponsors free programs for Oxnard College to inform the community of the various programs that the college offers including the scholarship program. This program is directed to high school students as well as students that are currently attending college. Oxnard College Scholarship Fund 4000 S. Rose Ave. Oxnard, CA 93033 Gabriela Rodriguez (805) 986-5888 Participating employee: Alicia Llinas
Sponsorship	Scholarship Program	Lazer Broadcasting sponsors El Concilio Del Condado Ventura by providing free advertising to promote their Annual Leadership Program, as well as other programs that are offered to the community such citizenship classes, youth employment and education, etc. Provided a 30 min. program on July 7, 2024 This is a Non-profit Latino Multi Service

		<p>Community Organization dedicated to serve the community of Oxnard and other close-by cities. 305 S. C Street, Oxnard, CA 93030 (805) 486-9777</p> <p>Participating employee: Alicia Llinnas</p>
Sponsorship	Sponsorship	<p>Lazer Broadcasting sponsors the Oxnard Police Department and Reserve Officers Association by promoting the organization’s fundraisers. It also allows its members to work on company's promotional events throughout the year.</p> <p>Participating Mark Spellman and Liz P. Alicia Llinnas</p>

Sponsorship	Sponsorship	<p>Lazer Broadcasting sponsors the Oxnard Police Activities League, financially and offers support of their activity program to keep youngsters off the streets and involved in sports and other community activities. Lazer Broadcasting also provides the opportunity to members of this organization to work on various promotional events over the year.</p> <p>Employee in Charge: Brenda Madera/Liz P.</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting in partnership with Children’s Miracle Network, sponsors a fund–raising radio ton from July 23th. to the 24st. 2025 where Lazer raised over \$248,000. The money raised helps support a wide range of specialized pediatric medical services for the Children’s Hospital in Los Angeles.</p> <p>Participating employees: Jesus Garcia and all the staff from the Programming Dept. network wide.</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free programs and participates on several events of the Mexican Consulate office throughout the year to maintain the Latino community involved and educated about several services offered from different organizations in the community and from the Mexican Consulate itself.</p> <p>Participating Employee: Alicia Llinnas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors several events and free programs for the City of Oxnard to keep our audience informed of the several issues that affect the community and the environment, and how the public can get involve in resolving issues in their own neighborhoods.</p> <p>Participating Employee: Alicia Llinnas</p>
Sponsorship	Sponsor	<p>Lazer Broadcasting sponsors free radio programs to CET – Center for Employment Training to inform the community of the training programs</p>

		and recruiting opportunities through their programs. Emma Perez, Outreach Specialist Participating Employee: Alicia Llinas
Sponsorship	Sponsorship Program	Lazer Broadcasting sponsors free programs for the Oxnard Police Dept. to maintain the community informed of the efforts and strategy that the department makes to fight crime and at the same time informs the community about the opportunities offered for people interested on a career in law enforcement. November 10 2024 Participant: Manuel Perez Participating Employee: Alicia Llinas
Sponsorship	Sponsor	Lazer Broadcasting Corporation sponsors fee programs for Women’s Economic Ventures to inform the community that is not familiar with education programs that can be free for the community, and provides information on how women can become business owners to strengthen de economy. Participating Employee: Alicia Llinas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free programs for Ventura County Workforce Development to inform the community about the struggle with unemployment and offer their recruiting program Felipe Chavez Participating Employee: Alicia Llinas
Sponsorship	Sponsor	Lazer Broadcasting sponsored free program for Oxnard Adult School to inform the community of the Classes they offer and discuss the opportunities offered to students to better their education and provide them with the tools to reach their maximum potential. Ramona Villavicencio Participating Employee: Alicia Llinas
Sponsorship	Sponsor	Lazer Broadcasting sponsors free program for CA. State University Channel Island to inform the community of their STEAM Festival, with over 75 participating organizations that will offer valuable information about Science, Technology, Engineering, Arts, & Mathematics and various services that students and the community in general can learn about all the opportunities they offer. Cynthia V. Flores Participating Employee: Alicia Llinas