

**KABC(AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2024 – July 31, 2025**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-86	86

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	1
2	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
3	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
4	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	1
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
7	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
8	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
9	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
12	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
13	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
14	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
15	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
16	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0

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17	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
18	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
19	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
20	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
21	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
22	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
23	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
24	<b>West Valley America's Job Center of California</b> 9650 9th Street Rancho Cucamonga, CA 91730 909-941-6500 WVreferral@eda.sbcounty.gov Carl.Reed@edd.ca.gov	N	0
25	<b>El Proyecto WorkSource-Sun Valley</b> 9024 Laurel Canyon Boulevard Sun Valley, CA 91352 818-504-0334 EJames@wscalnetwork.org	N	0
26	<b>Foothill Employment &amp; Training Connection</b> 1207 East Green Street Pasadena, CA 91106 626-796-5627 info@fwdbworks.org Marshaun.Robinson@edd.ca.gov	N	0
27	<b>South Bay One Stop Business and Career Center</b> 16801 S. Western Avenue, Suite A Gardena, CA 90247 310-538-7070 Gardenareception@sbwib.org	N	0

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28	<b>Monrovia Adult School One Stop Career Center</b> 920 S. Mountain Avenue Monrovia, CA 91016 626-471-3052 info.from.mcas@gmail.com	N	0
29	<b>Selaco Cerritos AJCC</b> 10900 E 183rd Street, Suite 350 Cerritos, CA 90703 562-402-9336 selaco@selaco.com Vivian.Hochschild@selaco.com	N	0
30	<b>South Bay One Stop Business and Career Center</b> 110 S. La Brea Avenue Inglewood, CA 90301 310-680-3700 Christopher.Richburg@edd.ca.gov rchavez@sbwib.org	N	0
31	<b>Wilshire - Metro WorkSource Center (Community Career Development, Inc.)</b> 3550 Wilshire Boulevard, Suite 500 Los Angeles, CA 90010 213-365-9829 wilshireinfo@communitycareer.org msibrian@communitycareer.org	N	0
32	<b>East Los Angeles America's Job Center of California</b> 5301 Whittier Boulevard, 2nd Floor Los Angeles, CA 90022 323-887-7122 Ayes@aye-la.org Angie.LopezSilva@edd.ca.gov	N	0
33	<b>Foothill Employment &amp; Training Connection-Citrus Comm. Col. Comm. Ed. Ctr.</b> 1000 West Foothill Boulevard Glendora, CA 91741 626-304-8903 jmcclrat@foothilletc.org	N	0
34	<b>Housing Authority City of Los Angeles Imperial Courts</b> 2224 E. 114th Street Los Angeles, CA 90059 323-249-7751 pamela.paige@hacla.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	<b>Women at Work/ Mayra Basteris</b> 3035 E Foothill Boulevard Pasadena, CA 91107 626-585-3010 mbasteris@pasadena.edu	N	0
36	<b>Easter Seals Southern California</b> 11110 Artesia Cerritos, CA 90703 562-860-7270 barbara.hatch@essc.org	N	0
37	<b>Braille Institute</b> 741 N. Vermont Avenue Los Angeles, CA 90029 323-663-1111 krepchian@brailleinstitute.org	N	0
38	<b>City of LA Dept of Disability</b> 333 S. Spring Street Los Angeles, CA 90013 213-202-2764 deanna.mcneally@lacity.org	N	0
39	<b>South Bay One-Stop Business &amp; Career Center – Carson</b> 801 E Carson Street Carson, CA 90745 310-680-3870 carreception@sbwib.org pparada@sbwib.org	N	0
40	<b>Downtown/Pico-Union WorkSource Center, Pacific Asian Consortium in Employment</b> 1055 Wilshire Boulevard, Ste. 900 A Los Angeles, CA 90017 213-353-1677 esoohoo@westlake-worksource.org	N	0
41	<b>South Bay One-Stop Business &amp; Career Centers – Torrance</b> 1220 Engracia Avenue Torrance, CA 90501 310-782-2101 Mark.Gray@EDD.ca.gov	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
42	<b>Verdugo Jobs Center</b> 1255 S. Central Avenue Glendale, CA 91204 818-409-0441 WSBGlendaleInfo@edd.ca.gov	N	0
43	<b>International Rescue Committee</b> 625 N. Maryland Avenue Glendale, CA 91206 (818) 550-6220 luisa.gavoutian@theirrc.org	N	0
44	<b>Los Angeles Job Corps Center</b> 1106 S Broadway Los Angeles, CA 90015 (213) 741-5391 albright.james@jobcorps.org waugh.deborah@jobcorps.org	N	0
45	<b>Los Angeles CO DPSS/GAIN</b> 3216 Rosemead Boulevard El Monte, CA 91731 (626) 569-1399 deanna.carlisle@probation.lacounty.gov josecalvera@dpss.lacounty.gov	N	0
46	<b>Los Angeles CO DPSS/GAIN</b> 5460 Bandini Boulevard Bell, CA 90201 (310) 258-7400 deanna.carlisle@probation.lacounty.gov pdeason@lcul.org	N	0
47	<b>The Salvation Army - California South</b> 7245 Garden Grove Boulevard Garden Grove, CA 92841 (714) 901-1480 maria.bautista@usw.salvationarmy.org	N	0
48	<b>Women In Non Traditional Employment Roles</b> 3655 South Grand Avenue, Suite 210 Los Angeles, CA 90007 213-749-3970 info@winterwomen.org	N	0

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49	<b>Pv Jobs</b> 9100 S Sepulveda Los Angeles, CA 90045 310-482-4684 prlh-dlcnrjems@navy.mil	N	0
50	<b>Partners In Diversity</b> 3510 Torrance Boulevard Torrance, CA 90503 310-792-1211 kate.harrington@p-i-d.biz	N	0
51	<b>Disabled Resource Center</b> 425 Atlantic Avenue Long Beach, CA 90802 info@drcinc.org	N	0
52	<b>CA Dept. of Veteran Affairs</b> 2615 S. Grand Avenue, Ste. 100 Los Angeles, CA 90007 (916) 319-0800 james.j.schickel@calvet.ca.gov	N	0
53	<b>Orange County Workforce Solutions Center -Garden Grove</b> 7077 Orangewood Avenue Garden Grove, CA 92841 714-241-4900 info@ocworkforcesolutions.com Eric.Ensley@occr.ocgov.com	N	0
54	<b>Watts/Los Angeles Worksource Center</b> 2220 East 114 Street Los Angeles, CA 90059 323-249-7751 hector.chacon@hacla.org	N	0
55	<b>Grow: Opportunities for Work</b> 2701 Firestone Boulevard, Suite H. South Gate, CA 90280 323-357-3135 jmonterroza@sogate.org	N	0
56	<b>Alhambra Everest College</b> 2215 Mission Road Alhambra, CA 91803 (629) 979-4940 mcostell@cci.edu	N	0

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57	<b>Anaheim Everest College</b> 511 N Brookhurst Street Anaheim, CA 92801 (714) 491-0792 jim@jdi-llc.com	N	0
58	<b>California Dept of Rehabilitation</b> 150 S Los Robles Avenue Pasadena, CA 91101 (626) 304-8300 diana.ling@dor.ca.gov	N	0
59	<b>Good Shepherd Center</b> 1650 Rockwood Street Los Angeles, CA 90026 (213) 481-1542 rolivas@gschomeless.org	N	0
60	<b>Hollywood Work Source</b> 6464 Sunset Bpoulevard Los Angeles, CA 90028 (323) 960-1300 schecha@mcsrehab.com	N	0
61	<b>National Veterans Foundation</b> 5777 West Century Boulevard, Suite 350 Los Angeles, CA 90045 rich@nvf.org	N	0
62	<b>Rio Hondo College</b> 3600 Workman Mill Road Whittier, CA 90601 (562) 908-3407 lchavez@riohondo.edu	N	0
63	<b>Sepulveda Vet Center</b> 9737 Haskell Avenue North Hills, CA 91343 (818) 892-9227 karl.devries@va.gov	N	0
64	<b>West Los Angeles College/Workforce Dev</b> 9000 Overland Boulevard Culver City, CA 90230 (310) 287-4200 schumacm@wlaac.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
65	<b>West Los Angeles Everest College</b> 3000 S Robertson Boulevard Los Angeles, CA 90034 (310) 840-5777 wlovett@cci.edu	N	0
66	<b>California Dept. of Rehabilitation</b> 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0
67	<b>Work For Warriors (CA Military Department)</b> 385 River Oaks Parkway #1033 San Jose, CA 95134 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0
68	<b>Rancho Dominguez- AJCC of California - One-Stop Career Center</b> 2909 E Pacific Commerce Drive Compton, CA 90221 310-762-1101 dimetrios.vandiegrieff@edd.ca.go	N	0
69	<b>California State Polytechnic University - Pomona</b> 3801 W Temple Avenue Pomona, CA 91789 909-869-7659 tlrobes@cpp.edu	N	0
70	<b>Job Connect</b> One-Stop Career Center 110 N. Glenoaks Boulevard Burbank, CA 91502 818-238-5580 jobconnect@burbankca.gov	N	0
71	<b>Northeast San Fernando AJCC</b> One-Stop Career Center 14565 Lanark Street Panorama, CA 91402 818-482-1754 mfigueroa@ypi.org	N	0

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72	<b>Orange County Workforce Solutions Center Joint Forces Training Base Los Alamitos</b> 11206 Lexington Drive Los Alamitos, CA 90720 714-480-6500 abraham.saucedo@edd.ca.gov	N	0
73	<b>South Los Angeles AJCC, Southwest College</b> 1600 W. Imperial Highway Los Angeles, CA 90047 323-241-5016 southlaajcc@aye-la.org	N	0
74	<b>Veterans AJCC</b> One-Stop Career Center 1180 Durfee Avenue South El Monte, CA 91733 213-742-9560 veterans@jvs-socal.org	N	0
75	<b>Whittier AJCC - Affiliates to Rio Hondo Comprehensive AJCC</b> 9401 Painter Avenue Whittier, CA 90605 562-907-6995 cguillen@riohondoajcc.org	N	0
76	<b>Willowbrook AJCC - Affiliate to Rancho Dominguez Comprehensive AJCC</b> 11737 Wilmington Avenue Los Angeles, CA 90059 310-762-1101 mbrown@communitycareer.org	N	0
77	<b>Anaheim Workforce Connection</b> 201 S. Anaheim Boulevard Anaheim, CA 92805 714-765-4350 WDinfo@anaheim.net luis.acosta@edd.ca.gov	N	0
78	<b>Boyle Heights WorkSource Center</b> 1505 E. 1st Street Los Angeles, CA 90033 323-267-5930 jespinoza@mcscareergroup.com	N	0

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79	<b>City of Compton CareerLink Center (Youth)</b> 301 N. Tamarind Avenue Compton, CA 90220 310-605-3050 cfields@comptoncity.org	N	0
80	<b>Rio Hondo America's Job Center of California</b> 10400 Pioneer Boulevard Los Angeles, CA 90670 562-946-2237 lhernandez@ajcc.lacounty.gov alojero@ajcc.lacounty.gov	N	0
81	<b>South Los Angeles WorkSource Center</b> 1512 W. Slauson Avenue Los Angeles, CA 90047 562-445-3673 or 323-730-7900 jalvarez@letc.com	N	0
82	<b>The WorkPlace</b> 4811 Airport Plaza Drive Long Beach, CA 90815 Public- 562-570-3700 Joseph.Velasco@edd.ca.gov	N	0
83	<b>Vernon-Central/LATTC WorkSource Center</b> 400 W. Washington Boulevard Los Angeles, CA 90015 213-763-5951 rsolis@coalitionrcd.org Azamora@coalitionrcd.org	N	0
84	<b>West LA WorkSource Center/American Job Center of CA</b> 5446 Sepulveda Boulevard Culver City, CA 90230 310-309-6000 westlajcc@jvs-socal.org jacqueline.james@edd.ca.gov	N	0
85	<b>Orange County Workforce Solutions Center - Brea</b> 675 Placentia Avenue Brea, CA 92821 714-241-4900 info@ocworkforcesolutions.com Eric.Ensley@occr.ocgov.com	N	0
86	<b>Employee Referral</b>	N	2

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
87	Internal Transfer/Promotion	N	0
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Empathetic Leadership</b> session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU's VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its VP, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>3</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of " <b>Perpetuating Allyship</b> " and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 <sup>th</sup> and 20 <sup>th</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Perpetuating Allyship</b> session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
5	Participate in Job Fair	On March 5, 2025, our SEU's Program Director and Promotions Coordinator attended the Los Angeles 25 <sup>th</sup> Annual Diversity Employment Day. This event brought Los Angeles's major employers together with thousands of diverse professionals. The goal of those involved in this event was to recruit, promote, and reaffirm their commitment to diversity in the workplace. Also represented at this event were professional organizations comprised of diverse and multi-ethnic residents. Our Station representatives spoke with interested attendees about the company and career opportunities in broadcasting.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets, offered bystander training, described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging</i> , <i>Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.