

Federal Communications Commission

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Account number: 797518

Description: KJLH - MID-TERM EEO 2017
Application Reference Number: 20170727ADY
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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20170727ADY	
Legal Name of the Licensee TAXI LICENSE CORPORATION					
Mailing Address 161 NORTH LA BREA AVE.					
City INGLEWOOD		State or Country (if foreign address) CA		Zip Code 90301 - 1707	
Telephone Number (include area code) 3103302200		E-Mail Address (if available) KESLADE@KJLHRADIO.COM			
FCC Registration Number 0007935471		Facility ID Number 64639		Call Sign KJLH	
TYPE OF BROADCAST STATION:					
Commercial Broadcast Station			Noncommercial Broadcast Station		
<input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International			<input type="radio"/> Educational Radio <input type="radio"/> Educational TV		
Application Purpose					
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
<p>List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.</p> <p>[Station List]</p>					
Station List					
<p>List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.</p>					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KJLH	64639	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	COMPTON, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No	
SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:					

Name PETER TANNENWALD		Street Address 1300 NORTH 17TH ST. 11TH FLOOR	
City ARLINGTON	State VA	Zip Code 22209-3801	Telephone Number 7038120404

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent KAREN E. SLADE
Title CORPORATE SECRETARY	Telephone No. (include area code) 3103302200
Date 7/14/2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KAREN E. SLADE

Title: GENERAL MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: KLJH PUBLIC FILE REPORT 2015-2016

Attachment 1

Description
EEO Report 2015-2016
EEO Report 2016-2017
EEO Narrative and Initiatives

**TAXI LICENSE CORPORATION /
TAXI PRODUCTIONS, INCORPORATED
EEO PUBLIC FILE REPORT**

Covering Period August 1, 2015 – July 31st, 2016

Employment Unit: KJLH-FM

Department	Job Posting Sources	Resumes	Candidate Interviews	Hires	Position Open	Filled
<i>Sales</i>	<i>Digital Marketing 5, 6, 8, 10</i>	<i>5</i>	<i>3</i>	<i>0</i>	<i>1</i>	<i>0</i>

Employment Recruitment Posting Sources:

- (1) Southern California Broadcasters Association (SCBA), 1849 Sawtelle Blvd., Los Angeles, Ca. (310) 444-1412
- (2) La Opinion Newspaper 411 West 5th Street, Los Angeles, Ca. 90013
- (3) Monster.com 5 Clock Tower Place, Maynard, MA. 01754 (800) 666-7837
- (4) Careerbuilder.com 200 N. LaSalle Street, Suite 1100, Chicago, Ill. 60601 (866) 438-1485
- (5) Industry Referral
- (6) Internal Promotion
- (7) AllAccess.com 28955 Pacific Coast Hwy., Malibu, Ca. 90265 (310) 457-6616
- (8) California Broadcasters Association (CBA) 915 L Street, Suite 1150, Sacramento, CA 95814
- (9) Jobing.com Headquarters 9400 West Maryland Avenue, AZ 85305
- (10) Careers@kjlhradio.com KJLH Radio FM, 161 North La Brea Avenue, Inglewood, California 90301
- (11) Ads.indeed.com www.indeed.com/viewjob

- (12) Walk in / email / Unsolicited
 - (13) Jobvertise (on line posting)
 - (14) PostJobFree (on line service)
 - (15) TheLadders.com (on line service)
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**TAXI LICENSE CORPORATION /
TAXI PRODUCTIONS, INCORPORATED
EEO PUBLIC FILE REPORT**

Covering Period August 1, 2016 – July 31st, 2017
Employment Unit: KJLH-FM

Department	Job Posting Sources	Resumes	Viable Candidates	Interview (Source)	Date (Source) Hires	Hired	Filled
<i>Production</i>	<i>7, 1, 4, 10</i>	<i>77</i>	<i>9</i>	<i>1 (10)</i>	<i>4/15/2017 (10)</i>	<i>1</i>	<i>1</i>
<i>Marketing</i>	<i>1, 4, 7, 8, 3, 11</i>	<i>24</i>	<i>3</i>	<i>3 (11)</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Digital</i>	<i>1, 4, 5, 11</i>	<i>5</i>	<i>2</i>	<i>2 (11)</i>	<i>N/A</i>	<i>0</i>	<i>0</i>
<i>Programming</i>	<i>1, 4, 6, 7, 11</i>	<i>19</i>	<i>0</i>	<i>0</i>	<i>N/A</i>	<i>0</i>	<i>Closed</i>
<i>Sales: AE</i>	<i>1, 4, 6, 7, 11</i>	<i>37</i>	<i>3</i>	<i>1 (1)</i>	<i>4/10/2017 (1)</i>	<i>1</i>	<i>1</i>
<i>Asst</i>	<i>6, 10</i>	<i>3</i>	<i>3</i>	<i>1 (10)</i>	<i>3/20/2017 (10)</i>	<i>1</i>	<i>1</i>
<i>LSM</i>	<i>1, 2, 4, 8, 11</i>	<i>9</i>	<i>1</i>	<i>1 (10)</i>	<i>N/A</i>	<i>0</i>	<i>0</i>

Employment Recruitment Posting Sources:

- (1) SCBA.com Southern California Broadcasters Association 1849 Sawtelle Blvd., Los Angeles, Ca.
- (2) Careerbuilder.com 200 N. LaSalle Street, Suite 1100, Chicago, Ill. 60601
- (3) Linkedin.com 2029 Stierlin Ct, Mountain View, CA 94043
- (4) YourCBA.com California Broadcasters Association 915 L Street, Suite 1150, Sacramento, CA 95814
- (5) DigitalLA.net info@digitalla.net
- (6) Careers@KJLHRadio.com KJLH Radio FM, 161 North La Brea Avenue, Inglewood, California 90301
- (7) Indeed.com Indeed, Inc. 177 Broad Street, 6th Floor, Stamford, CT 06901

- (8) MediaRecruiter.com Birchbach Recruitment Network, 9457 South University #303, Highlands Ranch, CO 80126
 - (9) PostJobFree (on line service)
 - (10) Internal Promotion
 - (11) Internal / External Referral
-

EEO Narrative and Initiatives 2016 - 2017

KJLH Radio is an equal opportunity employer. It is our desire to hire the most qualified person, given the available resources, within the window of opportunity for the existing vacancy.

The requisite qualifications and skill sets for employment candidates is based on the position to be filled. However, the profile we look for in prospective employees are as follows:

General Qualifications

- Experience in the Broadcast industry; or related industry (2 years)
- Experience in the Los Angeles market; broadcasting, advertising or related industry (3 – 5 years)
- Experience in the open position (3 – 5 years)
- Degree or certificate in the industry / profession

Specific Qualifications

- Strong work ethic (references required)
- Professional demeanor and appearance
- Customer Service oriented
- Strong Verbal and Written Communication Skill set

Individual Considerations

- Honest, integrity, high energy level,
- Positive attitude, self-motivated

With each new hire and internal promotion, we look forward to a *human* resource. An employee that will develop into a true asset to the company and bring synergy to an existing team of professionals. Regardless of the specific position they are applying for. We do make an effort to promote from within, when possible.

Outreach

When jobs become available we post openings in trade and industry publications. This includes publications that are National, Local and on line posting services.

Published: Employment Recruitment Posting Sources
See; Addendum to Annual FCC EEO Report

Referrals: While consolidation allows us access to experienced professionals in the market our business model does not tend to support the market salary benchmark

Hiring Process

Once a job opens up or a need for a position has been identified we post the position and proceed as follows:

- Collect resumes as received from advertisement. Merge with appropriate resumes received from other sources ie referrals, internal and external.
- Review collection of resumes for position, evaluate against job Requirements, narrow down resumes by skill set / expertise
- Interview candidates from received resumes, referrals and internal staffing
- Once interview process has been narrowed down; department managers / Station Manager and or General Manager are invited to interview candidates for assessment
- Agreement on selection of candidate for employment
- Offer extended, negotiated and accepted or rejected
- 90 day probationary period
- Upon completion of probationary period full job benefits extended

Employment Unit Initiatives

Sponsor / Co-Sponsor Job Fair:

KJLH Taking It To The Streets: 9/22/2016 9:00 AM – 4:00 Pm	City of Inglewood One West Manchester Blvd. Inglewood, CA 90301 In Conjunction with South Los Angeles WorkSource America's Job Center of California
Fall Classic Hiring Spree 9:00 AM – 1:00 PM	Los Angeles City College 855 North Vermont Los Angeles, CA 90029
Macy's Holiday Hiring Event 10/27/2016 9:00 AM – 4:00 PM	Glendale Community College 1500 North Verdugo Road Glendale, CA 91208
Jack In The Box 12/9/2016 9:00 AM – 4:00 Pm	South LA WorkSource Center 3965 South Vermont Avenue Los Angeles, CA 90037
Home Depot 3/31/2017 8:00 AM – 5:00 PM	South LA WorkSource Center 3965 South Vermont Avenue Los Angeles, CA 90037

Veterans Summer Slam
Employment Fair
6/16/2017
10:00 AM – 2:00 PM

Los Angeles Trade Tech College
400 West Washington Blvd.
Los Angeles, CA 90015

Los Angeles Chargers
6/30/2017
8:00 AM – 5:00 PM

Stub Hub Center
18400 South Avalon Blvd.
Carson, CA. 90746

Career – Community Days

Cal State Dominguez Hills – Super Saturday:
An African American College and Career Summit
10/8/2016
8:30 AM – 2:00 PM

1000 East Victoria Street
Carson, CA 90747

Stephen M. White Middle School and S.T.E.A.M.
2/24/2017
8:20 AM – 2:50 PM

22102 South Figueroa Street
Carson, CA 90745

Emerson Community Charter: Career Day
3/10/2017
8:45 AM – 12:20 PM

1650 Selby Avenue
Los Angeles, CA 90024

Magnolia Science Academy
3/28/2017
10:00 AM – 2:00 PM

1254 East Helmick Street
Carson, CA 90746

Crozier Middle School
3/30/2017
8:00 AM – 11:00 AM

120 West Regent Street
Inglewood, CA 90301

LaTijera Charter School
3/30/2017

1415 North La Tijera Blvd
Inglewood, CA 90302

Albert Monroe Magnet Middle School
5/24/2017

10711 South 10th Avenue
Inglewood, CA 90303-2015

C.A. Dickison Elementary
6/2/2017

Compton Unified School District
905 North Aranbe Avenue
Compton, CA 90254

KJLH Intern Program

We have hosted 15 Interns from 11 Colleges

Over the last 12 month period 8/1/2016 – 7/31/2017

Note: One intern was a High School student, heading off
To Kalamazoo this fall.

Details and application about the KJLH Internship Program may
Be found at www.kjlhradio.com