

KHRO-AM, KINT-FM, KINT-TV, KOFX-FM, KSVE-AM, KTFN-TV, KYSE-FM**EEO PUBLIC FILE REPORT**

April 1, 2013 - March 28, 2014

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Radio Chief Engineering/IT Open Date: 8/29/2012 Hire Date: 8/6/2013	1-3, 10-12, 15, 17, 20-23, 25-26, 30, 32 -34	25
Sports TV Anchor/Producer Open Date: 8/31/2012 Hire Date: 9/13/2013	1, 3-5, 10-12, 17, 20-23, 26, 30-34	17
Account Executive Open Date: 1/25/2013 Hire Date: 7/15/2013	1, 3, 7, 11, 20-21, 26, 30	7
News Director Open Date: 2/20/2013 Hire Date: 4/15/2013	1, 3, 10-12, 14, 20, 22-23, 26, 28, 30-34	14
Reporter - Spanish Open Date: 3/4/2013 Hire Date: 5/13/2013	1, 3, 10-12, 20-23, 25-27, 30-34	27
TV Traffic Assistant Open Date: 4/1/2013 Hire Date: 4/2/2013	1, 3, 10-12, 16, 20, 22-23, 26, 30-31, 34	16
Radio Sales Assistant Open Date: 4/17/2013 Hire Date: 4/23/2013	1-3, 9-12, 20-23, 26, 30, 32, 34	9
TV Sales Assistant Open Date: 5/2/2013 Hire Date: 10/1/2013	1, 3, 8, 10-12, 19-20, 22-23, 26, 30-32, 34	8
TV News Producer Open Date: 5/29/2013 Hire Date: 7/8/2013	1, 3, 10-12, 17, 20-23, 26-27, 30, 32, 34	17
TV News Producer Open Date: 5/29/2013 Hire Date: 7/8/2013	1, 3, 10-12, 17, 20-23, 26-27, 30, 32, 34	27
Van Driver/Remote Coordinator Open Date: 6/17/2013 Hire Date: 6/19/2013	8, 10, 12, 17, 22-23, 29, 34-36	8
Reporter-Spanish Open Date: 6/28/2013 Hire Date: 9/3/2013	1, 3, 8, 11, 18, 20, 26, 30	8
Anchor/Reporter-Spanish Open Date: 6/28/2013 Hire Date: 7/15/2013	1, 3, 8, 11, 17, 20-21, 26, 30	8
Interactive Sales Manager Open Date: 7/15/2013 Hire Date: 9/3/2013	1, 3, 7, 10-12, 20-23, 26, 31-32, 34	7

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Master Control Switcher Open Date: 7/21/2013 Hire Date: 8/22/2013	8	8
Account Executive - TV Open Date: 9/12/2013 Hire Date: 10/7/2013	13	13
Account Executive TV/Radio Open Date: 11/4/2013 Hire Date: 11/6/2013	6	6
TV/Radio Traffic Assistant Open Date: 12/2/2013 Hire Date: 1/31/2014	1, 3, 6, 10-13, 18, 20-23, 26, 31, 34	13
TV News Producer Open Date: 1/13/2014 Hire Date: 2/3/2014	1, 3, 10-11, 18, 20-24, 26, 30-31, 34	18

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Aftercollege.com 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : https://www.aftercollege.com/ Regina Gines Manual Posting	N	0
2	AM/Fmjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.amfmjobs.com/postjobs/ Mike Lozano Manual Posting	N	0
3	Career Builder 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.careerbuilder.com/ Regina Gines Manual Posting	N	0
4	Career Fair	N	1
5	Craigslist 1381 9th Ave San Francisco, California 64122 Phone : 415-566-6394 Url : https://accounts.craigslist.org/login Jim Buckmaster Manual Posting	N	0
6	Current Employee	N	2
7	Current Employee - Transfer/Promotion	N	2
8	Current Employee/Internal Promotion	N	5
9	Current Intern	N	1
10	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	El Paso Times 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.elpasotimes.com/ Regina Gines Manual Posting	N	0
12	Entravision 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-447-3870 Url : http://www.entravision.com/ John Mahan Manual Posting	N	0
13	Former Employee	N	2
14	Former Employee Referral	N	1
15	Internal Posting	N	1
16	Internal Transfer/Promotion	N	1
17	Internet Ad	N	10
18	Job posting on internet	N	6
19	kint.com 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : http://www.kint.com/ Ceci Varela Manual Posting	N	0
20	Las Cruces Sun News 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.lcsun-news.com/ Regina Gines Manual Posting	N	0
21	Local Newspaper	N	18

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22	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
23	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
24	Non-Employee Referral	N	1
25	Self Referral	N	4
26	Spanish El Paso y Mas Magazine 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.elpasotimes.com/spanish Regina Gines Manual Posting	N	0
27	Station Website	N	2
28	Station Website Posting (One or More SEU Stations)	N	3
29	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
30	Topjobs.com 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.topjobs.com/ Regina Gines Manual Posting	N	0

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31	tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/postjobs/ Mike Lozano Manual Posting	N	0
32	TX Assoc of Broadcasters 502 E. 11th St. Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : https://www.tab.org/member-services/login Craig Bean Manual Posting	N	0
33	Utep Job Mine 500 W. University El Paso, Texas 79968 Phone : 915-747-5640 Url : http://studentaffairs.utep.edu/default.aspx?tabid= Ed Maldonado Manual Posting	N	0
34	Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting	N	0
35	Walk In	N	2
36	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/1/2013	Establishment of an intern program designed to assist members of the community	We have an internship program during the term designed for college students to supplement a course of studies in Communications, Broadcast Media, Spanish Language and/or Public Relations.	4	TV Promotions Dir Radio Promotions Dir News Director Radio Operations	1.00
2	4/1/2013	Participation in scholarship programs	We are members of E.A.R.S. (El Paso Association of Radio Stations). This organization sells airtime at a greatly discounted price to non-profit organizations. With money collected, E.A.R.S gives broadcasting scholarships annually in September to area students. Our credit internship program is open to college students attending an accredited 4-year college or university. The program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities. Participating departments include: Programming, Traffic, Promotions, Sales, Production, Business, Internet. Students are assigned projects that allow them familiar tasks with a variety of departments and its role in the company. Internship programs vary in length from 12-15 weeks depending on the length of the student's school semester.	1	EVP	1.00
3	4/10/2013	Participation in Job Fairs	Participated in the N.A.B. Job Fair in Las Vegas. Will be present along with Univision. Will be taking applications and resumes for all positions within Entravision nationwide.	1	Human Resources	0.25
4	4/24/2013	Hosting of Job Fair	Job fair at our location. In conjunction with Upper Rio Grande Workforce solutions, we provided an excellent opportunity to recruit individuals for open vacancies. There were about 800 job seekers and our parking lots were full to capacity.	3	TV Promotions Dir Rd Promotions Dir Local Sales Manager	1.00

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5	5/15/2013	Participation in Job Fairs	Participated in the El Paso Community College Job Fair 2013. This job fair gave us the opportunity to recruit individuals on a full or part time basis. It also provided an excellent opportunity to showcase our organization and to network with other broadcasting related industries.	2	TV Promotions Dir Admin Assis/Accounting	0.25
6	9/24/2013	Co Sponsoring Job Fair	Media sponsor and participant to the biggest job fair of the year. The Texas at Work Job fair 2013. Over 6500 applicants attended this annual event. This was done at the El Paso Convention Center in downtown El Paso.	4	TV Promotions Dir Radio Promotions Dir Local Sales Manager Admin Assis/Accounting	1.00
7	10/16/2013	Provision of training to management	Internet training for all station personnel to inform staff of equal opportunity and prevention of discrimination in the work force. Training provided by corporate office and implemented annually to all employees	120		1.00
8	10/28/2013	Establishment of a mentoring program	We currently have a mentoring program with the University of Texas at El Paso. This program allows the student to become familiar with all departments.	1	TV Promotions Dir	1.00
9	1/1/2014	Participation in scholarship programs	We are providing advertising support for the "Stars" scholarship fund. This fund is administered by the "Stars" Foundation, a non-profit organization based in McAllen Texas, associated with our client L&F Dist. This is a scholarship fund that offers students from all over the state of Texas who are dedicated to completing a degree at a accredited college or university. We have been providing advertising support from Jan 2014 through the end of March 2014.	1	Promotions/Outreach Dir	1.00
10	1/21/2014	Provision of training to management	EEOC training for Broadcast 1 Source. Staff training on how to manage job postings, notifications, prong 3 information.	2	Bus Op Manager Admin Assis/Accounting	1.00
TOTAL POINTS OVER REPORTING PERIOD:						8.50