

EEO PUBLIC FILE REPORT**April 1, 2019 - March 24, 2020****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
MMJ / News Anchor (742)	1, 4-5, 7, 15, 20-21, 23, 25-30, 33-36	5
Integrated Marketing Solutions Consultant (789)	1, 4, 7, 17-18, 20-23, 25-30, 33-36	18
Weather Anchor (795)	1, 4, 7, 14, 17, 20-21, 23, 25-30, 33-36	4
Integrated Marketing Solutions Consultant (809)	1, 4, 7, 10-18, 20-21, 23, 25-30, 33-36	15
Managing Editor (823)	1, 3-4, 7-8, 20-23, 25-30, 33-36	4
Multimedia Journalist (856)	1, 3-5, 7, 18, 20-21, 23, 25-30, 33-36	3
Sports Anchor (857)	1, 3-4, 7-8, 10-12, 15, 17, 20-21, 23, 25-30, 33-36	4
Digital Sales Manager (871)	1, 3-4, 7, 18, 20-21, 23, 25-27, 29-30, 33-36	3
Integrated Marketing Solutions Consultant (870)	1, 4, 7, 10-12, 15, 17, 19-21, 23, 25-27, 29-30, 33-36	19
Managing Editor (895)	1, 4-5, 7-8, 11-12, 15, 17, 20-23, 25-30, 33-36	5
Multimedia Journalist (889)	1, 3-4, 7-8, 11-12, 14-15, 17-18, 20-21, 23, 25-28, 30, 33-36	3
Managing Editor-Producer 924	1, 3-4, 7, 18, 20, 22-23, 25-30, 32, 34-36	3
Integrated Marketing Solutions Consultant 956	1-4, 7, 10-18, 20-21, 23, 25-30, 32-37	18
Managing Web Editor (947)	1, 4, 7, 18, 20-23, 25-26, 28-30, 32-36	4
Integrated Marketing Solutions Consultant (975)	1-4, 7, 17-18, 20-21, 23-30, 32-36	4
News Editor (986)	1, 3-4, 7-8, 18, 20-21, 23, 25-30, 33-36	4
Integrated Marketing Solutions Consultant (1003)	1-4, 6, 10-17, 20-23, 25-30, 33-37	3
Integrated Marketing Solutions Consultant (1002)	1, 4, 7, 10-17, 20-23, 25-30, 33-37	11
Sales Coordinator (1043)	1, 3-4, 7, 9, 11, 20-21, 23, 25-30, 33-36	3
News Editor (1070)	1, 3-4, 7-8, 19-21, 23, 25-30, 33-36	4
Master Control Operator (1097)	1-4, 7, 10-13, 15, 17, 20-21, 23, 25-30, 33-36	12
Master Control Operator (1100)	1-4, 7, 10-13, 15, 17, 20-21, 23, 25-30, 33-36	3
SVP, Integrated Marketing Solutions (1117)	1, 3-4, 6-7, 18, 20-23, 25-31, 33-36	18
Integrated Marketing Solutions Consultant (1118)	1, 4-5, 7, 10-18, 20-21, 23, 25-30, 33-37	5
News Editor (1114)	1, 3-4, 7, 20-23, 25-30, 33-36	4
National Sales Coordinator (1120)	1, 4, 7, 20-21, 23, 25-30, 33-36	4

KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO, KNVO, KTFV, KVLV, KXFX-CD**EEO PUBLIC FILE REPORT****April 1, 2019 - March 24, 2020****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

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VP, Integrated Marketing Solutions (2181)	1, 3-4, 6-7, 18, 20-23, 25-31, 33-36	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arise 1417 S. Tower Rd. PO Box 778 Alamo, Texas 78516 Phone : 956-783-6959 Ramona Casas Manual Posting	N	0
2	Current Employee	N	5
3	Employee Referral	N	32
4	Entravision 2425 Olympic Blvd. Ste 60000W Santa Monica, California 90404 Phone : 310-447-3810 Url : http://www.entravision.com IT Support Speicalist Manual Posting	N	46
5	Former Employee	N	5
6	Former Employee Referral	N	3
7	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : www.entravision.com Norma Juarez Manual Posting	N	1
8	Indeed.com	N	9
9	Indeed.com - Not Directly Contacted by SEU	N	1
10	KCWT-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.yourcwriograndevalley.com Anabell Ramos Manual Posting	N	1
11	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.q945therock.com Anabell Ramos Manual Posting	N	2

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12	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.foxrio2.com Anabell Ramos Manual Posting	N	2
13	KKPS-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.995lanueva.com Anabell Ramos Manual Posting	N	0
14	KNVO-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.jose1011.com Anabell Ramos Manual Posting	N	1
15	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Anabell Ramos Manual Posting	N	9
16	KTFV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Anabell Ramos Manual Posting	N	0
17	KVLV-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mix1079.net Anabell Ramos Manual Posting	N	8
18	Linked In	N	18

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19	LinkedIn / Word of Mouth	N	2
20	LULAC - hirelatinos.org 1133 19th St NW Washington, District of Columbia 20036 Url : http://hirelatinos.org/my-listings/job/ self report self report Manual Posting	N	0
21	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0
22	Other Source	N	10
23	RGV Hispanic Chamber of Commerce 801 E. Fern, Suite #163 McAllen, Texas 78501 Phone : 956-928-0060 Url : http://www.rgvhcc.com/ Victoria Gomez Manual Posting	N	0
24	Southtexasjobs.com 1400 E Nolana Ave McAllen, Texas 78504 Phone : 956.683.4210 Url : http://www.themonitor.com/employment/ Imelda Martinez Manual Posting	N	0
25	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : http://www.collegecentral.com/southtexascollege/ Career Services Manual Posting	N	0
26	TAB 502 East 11th St. Suiet 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Board Manual Posting	N	5

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27	Texas A&M 209 Koldus 1233 TAMU College Station, Texas Phone : 979-845-5139 Url : http://careercenter.tamu.edu/ Career Services Manual Posting	N	0
28	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
29	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : http://www.workintexas.com Job Board Manual Posting	N	1
30	UTRGV 1201 W University Dr Edinburg, Texas 78539 Phone : 956-381-2243 Url : http://portal.utpa.edu/utpa_main/dsa_home/career_h Career Services Manual Posting	N	0
31	Walk In	N	2
32	Walk In/Self-Referral	N	4
33	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
34	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0

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35	Work In Entertainment, LLC 1070 E. Chauncey Ln., Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Url : workinentertainment.com Latisha Culp Manual Posting	N	0
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
37	XRIO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mundofoxvalle.com Anabel Ramos Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			167

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/25/2019	Participation in Job Fairs	Palomino Pathways Career & Transfer Expo Laredo College 4/25/19	2	BOM HR
2	9/25/2019	Participation in Job Fairs	Texas A&M Fall Business & Liberal Arts Expo Corpus Christi 9/25/19	2	BOM HR
3	10/4/2019	Participation in Job Fairs	UTRio Grande Valley Fall 2019 Career Expo Edinburg Campus	2	BOM HR
4	10/23/2019	Participation in Job Fairs	TAMIU Fall 2019 All Majors Career Fair Laredo 10/23/19	2	BOM HR
5	11/7/2019	Co Sponsoring Job Fair	Hiring Red, White & You Entravision Communications teams up with Workforce Solutions to help employ our Vetrans & Families in the Rio Grande Valley. McAllen Convention Center 11/7/19	2	BOM HR
6	11/19/2019	Provision of training to management	BOM FCC/EEO Training November 19, 2019 Elizabeth Kidd	1	BOM
7	2/24/2020	Participation in Job Fairs	TAMISU Spring 2020 Career Fair Laredo, TX 2/24/20	2	BOM HR
8	2/26/2020	Participation in Job Fairs	UTRGV Spring 2020 Career Expo Edinburg Campus 2/26/20	2	BOM HR
9	3/5/2020	Participation in Job Fairs	All Major Career Expo Texas A&M - Corpus Christi March 5, 2020	2	BOM HR