

**KCWT, KFRQ, KFXV, KKPS, KNVO, KNVO, KTFV, KVLV****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Integrated Marketing Solutions Consultant	1, 4-5, 8, 11, 13, 15, 17, 19, 21, 24, 28, 30, 32-34, 37	4
Anchor/Producer FOX	1-2, 5, 8, 10-26, 28-39	2
Accounting Associate	1-2, 5, 8, 16, 18, 20, 22-23, 25-26, 28, 32-35, 38	2
Integrated Marketing Solutions Consultant (R-5of7)	1, 4-6, 8, 12, 14, 16, 18, 22-26, 28-29, 31-34, 36, 38	6
Integrated Marketing Solutions Consultant (R-6of7)	1, 4-5, 8-9, 11-26, 28-34, 36-39	4
Master Control Operator	1-6, 8, 12, 14, 16, 18, 22-23, 25-26, 28-29, 31-34, 36, 38	2
Video Journalist / Reporter	1-2, 4-6, 8, 12, 14, 16, 18, 20, 22-23, 25-26, 28-29, 31, 33-34, 36, 38	2
Integrated Marketing Solutions Consultant (R-4of7)	1, 4-5, 8-9, 11-26, 28-34, 36-39	9
Receptionist	1, 4-5, 8, 11-26, 28, 32-34, 36-39	4
Sales Assistant	1, 4-5, 8, 11-26, 28, 32-39	1
Traffic Manager	1-2, 5-6, 8, 12, 14, 16, 18, 22-23, 25, 29, 31, 34, 36, 38	2
Traffic Coordinator	1-2, 5-6, 8, 12, 14, 16, 18, 22-23, 25, 29, 31, 34, 36, 38	2
Interactive Content Publisher	1-2, 4-5, 8, 12, 14, 16, 18, 22-23, 25, 29, 31-32, 34, 36, 38	2
Weather Anchor	1, 5, 7-8, 11-26, 28-39	7
News Director / Anchor	1, 5-6, 8, 26, 29, 31, 36	6
Multi Media Journalist	1-5, 7-8, 11, 13-26, 28-31, 33-39	5
Multi Media Journalist	1-5, 7-8, 11, 13-26, 28-31, 33-39	2
Multi Media Journalist	1-5, 7-8, 11, 13-26, 28-31, 33-39	2
Multi Media Journalist	1-5, 7-8, 11, 13-26, 28-31, 33-39	5
Receptionist / Brownsville	1, 5, 8, 11-27, 31-34, 36-38	5
Morning Show Host	1, 4-5, 8, 26, 29, 31, 35-36	4
Weekend Sports Anchor / Reporter	1, 3-5, 8, 11, 13-25, 28-31, 36-39	4
Weekend Photographer / Editor / Technical Director	1, 5, 8, 14, 16, 18, 20, 22-23, 25, 29, 31-32, 35-36, 38	35
FOX Anchor / Reporter / Producer	1-2, 5, 8, 14, 16, 18, 20, 22, 25, 28-29, 31-34, 36, 38	2
Morning Show Producer / Anchor	2-3, 5, 8, 14, 16, 18, 20, 22, 25, 28-29, 31-34, 36, 38	2
Bilingual Morning Show Host	1, 5, 7-8, 28, 31, 33-34	5

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Bilingual Weekend Producer / Multimedia Journalist	1, 3-5, 8, 28, 31, 33-34	3
Photographer / Editor	1, 4-5, 8, 11-25, 28-29, 31-34, 36-38	4
Radio Production Associate	1, 5, 8, 12-18, 20-25, 28-29, 31-34, 36, 38-39	24
Sales & Research Coordinator	1, 4-5, 8, 11-25, 28, 31-34, 36-38	4

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="http://www.craigslist.com">http://www.craigslist.com</a> Job Boards Manual Posting	N	15
2	Current Employee	N	15
3	Current Intern	N	5
4	Employee Referral	N	28
5	Entravision 2425 Olympic Blvd. Ste 60000W Santa Monica, California 90404 Phone : 310-447-3810 Url : <a href="http://www.entravision.com">http://www.entravision.com</a> IT Support Specialist Manual Posting	N	54
6	Former Employee	N	8
7	Former Intern	N	6
8	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.entravision.com">www.entravision.com</a> Norma Juarez Manual Posting	N	0
9	Indeed.com	N	2
10	Job Fair	N	1
11	KCWT-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.yourcwriograndevalley.com">http://www.yourcwriograndevalley.com</a> Anabell Ramos 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
12	KCWT-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/mycw21?ref=hl">http://www.facebook.com/mycw21?ref=hl</a> Manuel Chavez Manual Posting	N	0
13	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.q945therock.com">http://www.q945therock.com</a> Anabell Ramos Manual Posting	N	4
14	KFRQ-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/q945rocks?ref=hl">http://www.facebook.com/q945rocks?ref=hl</a> Manuel Chavez Manual Posting	N	0
15	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.foxrio2.com">http://www.foxrio2.com</a> Anabell Ramos Manual Posting	N	2
16	KFXV-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/foxrio2?ref=hl">http://www.facebook.com/foxrio2?ref=hl</a> Manuel Chavez Manual Posting	N	1
17	KKPS-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.995lanueva.com">http://www.995lanueva.com</a> Anabell Ramos Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	KKPS-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="https://www.facebook.com/995lanueva?ref=hl">https://www.facebook.com/995lanueva?ref=hl</a> Manuel Chavez Manual Posting	N	0
19	KNVO-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.jose1011.com">http://www.jose1011.com</a> Anabell Ramos Manual Posting	N	0
20	KNVO-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="https://www.facebook.com/radiojose1011?ref=hl">https://www.facebook.com/radiojose1011?ref=hl</a> Manuel Chavez Manual Posting	N	0
21	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.knvotv48.com">http://www.knvotv48.com</a> Anabell Ramos Manual Posting	N	2
22	KNVO-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/knvotv48?ref=hl">http://www.facebook.com/knvotv48?ref=hl</a> Manuel Chavez Manual Posting	N	1
23	KTFV-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/pages/unim%c3%a1s-20/27922">http://www.facebook.com/pages/unim%c3%a1s-20/27922</a> Manuel Chavez 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
24	KVLV-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.mix1079.net">http://www.mix1079.net</a> Anabell Ramos Manual Posting	N	6
25	KVLV-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="https://www.facebook.com/1079mixfm?ref=hl">https://www.facebook.com/1079mixfm?ref=hl</a> Manuel Chavez Manual Posting	N	0
26	Mission Chamber of Commerce 202 W. Tom Landry Mission, Texas 78572 Phone : 956-585-2727 Url : <a href="http://www.missionchamber.com">http://www.missionchamber.com</a> Job Board Manual Posting	N	0
27	Non-Employee Referral	N	1
28	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : <a href="http://www.collegecentral.com/southtexascollege/Career Services">http://www.collegecentral.com/southtexascollege/Career Services</a> Manual Posting	N	1
29	TAB 502 East 11th St. Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Job Board Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	The Monitor 1400 E Nolana Ave McAllen, Texas 78504 Phone : 956.683.4210 Url : <a href="http://www.themonitor.com">http://www.themonitor.com</a> Imelda Martinez Manual Posting	N	4
31	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : <a href="http://TVJobs.com">TVJobs.com</a> Job Board Manual Posting	N	1
32	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Job Board Manual Posting	N	10
33	UTB 80 Fort Brown St. Brownsville, Texas 78520 Phone : 956-882-3879 Url : <a href="http://www.utb.edu/sa/careerservices/pages/default">http://www.utb.edu/sa/careerservices/pages/default</a> Career Services Manual Posting	N	0
34	UTPA 1201 W University Dr Edinburg, Texas 78539 Phone : 956-381-2243 Url : <a href="http://portal.utpa.edu/utpa_main/dsa_home/career_h">http://portal.utpa.edu/utpa_main/dsa_home/career_h</a> Career Services Manual Posting	N	3
35	Walk In	N	12
36	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0

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37	XRIO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.mundofoxvalle.com">http://www.mundofoxvalle.com</a> Anabel Ramos Manual Posting	N	0
38	XRIO-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/pages/mundo-fox-valle/4507">http://www.facebook.com/pages/mundo-fox-valle/4507</a> Manuel Chavez Manual Posting	N	0
39	YOU TUBE 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.knvotv48.com">http://www.knvotv48.com</a> Thomas Ferrer Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>189</b>



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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/30/2014	Participation in Job Fairs	South Texas College 2014 Sprint Career Expo "Hire an STC Graduate" STC McAllen - Pecan Campus	2	HR Sr. Business Operations Manager	0.25
2	5/4/2014	Establishment of an intern program designed to assist members of the community	Isa Martinez University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
3	5/4/2014	Establishment of an intern program designed to assist members of the community	Karina Cantu University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
4	5/5/2014	Establishment of an intern program designed to assist members of the community	Juan Pablo Hernandez University of Texas Pan-American Department of Communication Internship Program COMM 4624 / COMM 4337	2	Production Manager Production Associate	1.00
5	5/5/2014	Establishment of an intern program designed to assist members of the community	Beatrice Ramirez University of Texas Pan-American Department of Communication Internship Program COMM 4624 / COMM 4337	2	Production Manager Production Associate	1.00
6	5/9/2014	Provision of training to management	Provision of Training on EEO (Broadcast1) May 2014	2	Sr. Business Operations Manager HR	1.00
7	5/12/2014	Establishment of an intern program designed to assist members of the community	Danipsa Rodriguez University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
8	6/9/2014	Establishment of an intern program designed to assist members of the community	Roxanne Garcia Southeastern University Department of Communication Internship	1	Regional Interactive Marketing Solutions Maager	1.00
9	6/14/2014	Establishment of an intern program designed to assist members of the community	Alec Palacios University of Texas Pan-American Department of Communication Internship Program COMM 4624 / COMM 4337	3	Production Manager Programming Director Production Associate	1.00

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	8/4/2014	Establishment of an intern program designed to assist members of the community	Alfonso Daniel Rios University of Texas Pan-American Production Internship Program	3	Production Manager Programming Director Production Associate	1.00
11	8/11/2014	Provision of training to management	Broadcast1 Source Training on EEO Las Vegas, NV	1	Sr. Business Operations Manager	1.00
12	8/12/2014	Establishment of an intern program designed to assist members of the community	Eugene Loya University of Texas Pan-American Marketing Internship MARK 3300	1	Senior Vice President - Integrated Marketing Solutions	1.00
13	8/25/2014	Establishment of an intern program designed to assist members of the community	Alexia Chavero University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
14	8/25/2014	Establishment of an intern program designed to assist members of the community	Fernanda Talavera University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
15	8/25/2014	Establishment of an intern program designed to assist members of the community	University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
16	8/25/2014	Establishment of an intern program designed to assist members of the community	Lidia Adriana Alvarez University of Texas Pan-American Department of Communications Journalism Internship Program COMM 4624 & COMM 4337	2	News Director Producer / Anchor	1.00
17	8/27/2014	Establishment of an intern program designed to assist members of the community	Javier Guerrero University of Texas Pan-American Production Internship Program	2	Production Manager Production Associate	1.00
18	9/5/2014	Establishment of an intern program designed to assist members of the community	Irving Melgarejo University of Texas Pan-American Department of Communication Internship Program COMM 4624	3	Production Manager Production Associate Programming	1.00
19	9/12/2014	Establishment of an intern program designed to assist members of the community	Emma Barrera University of Texas Pan-American Department of Communications Internship Program COMM 4624 / 4337	2	Production Manager News Director	1.00

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20	9/25/2014	Participation in Job Fairs	University of Texas in Brownsville All Majors Job Fair – Fall 2014 Student Union – Gran Salon Brownsville, TX	2	HR Sr. Business Operations Manager	0.25
21	11/13/2014	Co Sponsoring Job Fair	Hiring Red, White & You Operation Workforce - Career Expo McAllen Convention Center, McAllen, TX	2	HR Promotions Coordinator	1.00
22	2/10/2015	Establishment of training programs for station personnel	Disc Jockey (Alec Palacios) participating in an in-house training program with our Production Manager (Thomas Ferrer) to improve and learn new skills to qualify him for potential promotions.	2	Programming Director Production Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>20.50</b>