

**KCWT, KFRQ, KFXV, KKPS, KNVO, KNVO, KTFV, KVLV, KXFX****EEO PUBLIC FILE REPORT****April 1, 2017 - March 31, 2018****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>
Sports Anchor 65 / 67	1-5, 7, 9, 11-14, 16-19, 21-31	5
Sports Anchor 65 / 67	1-5, 7, 9, 11-14, 16-19, 21-31	3
On-Air Personality (154)	1, 4-5, 8-9, 11, 13, 15-16, 18, 21, 23-27, 29-30	8
Assistant Engineer (231)	1, 5, 9, 11, 13, 16, 18, 21, 23-27, 29-31	5
Multi Media Journalist 226	1, 5, 9, 16, 21, 23-27, 29-30	5
Multi Media Journalist 224	1, 4-5, 9, 21-27, 29-31	4
News Web Anchohor / Multi Media Journalist 229	1, 5, 7-9, 23-27, 29-31	5
Multi Media Journalist 227	1, 5, 8-9, 16, 21-27, 29-31	5
News Editor / Multi Media Journalist (235)	1, 5, 9, 21, 23-27, 29-31	5
Accounts Recievable Specialist (256)	1-2, 5-6, 9-11, 13, 16, 18, 21-27, 29-31	6
Multi Media Journalist (282)	1, 3, 5, 9, 16, 21, 23-27, 29-31	5
News Editor (310)	1, 4-5, 9, 21, 23-27, 29-31	4
Multi Media Journalist (309)	1, 5, 7, 9, 16, 21, 23-27, 29-31	5
News Editor 308	1, 4-5, 9, 21, 23-27, 29-31	5
News / Web Producer 339	1, 5-6, 9, 21, 23-27, 29-31	6
Multi Media Journalist (384)	1, 5, 7, 9, 16, 21, 23-27, 29-31	16
Multi Media Journalist (385)	1, 5, 9, 16, 20-21, 23-27, 29-31	20
News Web Producer (422)	1, 4-5, 9, 16, 21, 23-24, 26-27, 29-31	5

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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	Arise 1417 S. Tower Rd. PO Box 778 Alamo, Texas 78516 Phone : 956-783-6959 Ramona Casas Manual Posting	N	4
2	Current Employee	N	4
3	Current Intern	N	2
4	Employee Referral	N	7
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 Speicalist Manual Posting	N	61
6	Former Employee	N	3
7	Former Employee Referral	N	4
8	Former Intern	N	3
9	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
10	Indeed.com	N	1
11	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	0

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<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>
12	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
13	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	1
14	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	0
15	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	0
16	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.knvtv48.com">http://www.knvtv48.com</a> Anabell Ramos Manual Posting	N	16
17	KNVO-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.facebook.com/knvtv48?ref=hl">http://www.facebook.com/knvtv48?ref=hl</a> Manuel Chavez Manual Posting	N	0

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18	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
19	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
20	Linked In	N	1
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	6
23	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : <a href="http://www.collegecentral.com/southtexascollege/Career%20Services">http://www.collegecentral.com/southtexascollege/Career Services</a> Manual Posting	N	0
24	TAB 502 East 11th St. Suiet 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	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
25	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
26	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	4
27	UTRGV 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	0
28	Walk In	N	1
29	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
30	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
31	Work In Entertainment, LLC 1070 E. Chauncey Ln., Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Url : <a href="http://workinentertainment.com">workinentertainment.com</a> Latisha Culp Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>124</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
1	4/18/2017	Provision of training to management	Provision of Training on EEO (Broadcast1) April 2017	2	HR SBOM
2	5/15/2017	Establishment of an intern program designed to assist members of the community	<p>Internship programs to prepare students for a variety of careers related to communications, broadcasting, and digital content. Students have the opportunity to learn and further their understanding of practical skills through the creation of an assortment of media projects. Through speakers, lectures and personal interviews, students have numerous opportunities to meet with leading practitioners and representatives of major firms in the fields of print and broadcast journalism, production, advertising, public relations, photography, graphic design, events management, social media or political communication.</p> <p>Spring Semester: Genesis Cantu 313 hrs (Production) Wendy Moctezuma 158 hrs (Production) Omar Olivarez 320 hrs (Digital)</p>	2	Production Manager Digital Regional Manager
3	5/17/2017	Participation in Job Fairs	2017 Youth Career Expo "Transform you Future" HEB Park Edinburg, TX	2	HR SBOM
4	11/29/2017	Provision of training to management	FCC Training (EEO) 11/29/17  Lizzy Kidd Laura Lopez	2	SBOM Accounting Asst.

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	12/31/2017	Establishment of an intern program designed to assist members of the community	<p>Internship programs to prepare students for a variety of careers related to communications, broadcasting, and digital content. Students have the opportunity to learn and further their understanding of practical skills through the creation of an assortment of media projects. Through speakers, lectures and personal interviews, students have numerous opportunities to meet with leading practitioners and representatives of major firms in the fields of print and broadcast journalism, production, advertising, public relations, photography, graphic design, events management, social media or political communication.</p> <p>Fall Semester: Daisy Trevino 300 hrs (Production) Angelina Villarreal 150 hrs (Production)</p>	1	Production Manager
6	2/28/2018	Establishment of an intern program designed to assist members of the community	<p>Internship programs to prepare students for a variety of careers related to communications, broadcasting, and digital content. Students have the opportunity to learn and further their understanding of practical skills through the creation of an assortment of media projects. Through speakers, lectures and personal interviews, students have numerous opportunities to meet with leading practitioners and representatives of major firms in the fields of print and broadcast journalism, production, advertising, public relations, photography, graphic design, events management, social media or political communication.</p> <p>Summer Semester: Margarita Muñoz 300 hrs (Production) Javier Guerra 150 hrs (News) Kyle Castillo 184 hrs (Production)</p>	2	Production Manager News Director
7	3/7/2018	Participation in Job Fairs	<p>UTRGV Spring 2018 Career Expo Edinburg, TX</p>	2	HR SBOM