

KCWT, KFRQ, KFXV, KKPS, KNVO, KNVO, KTFV, KVLV
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Interactive Sales Specialist	4-5, 7-9, 12, 16-23, 25, 28-34, 37, 39	5
Multi-Media Producer	4, 7-9, 12, 16-23, 28-29, 31-35, 37	8
Weekend Assignments Editor/Reporter	4, 8, 12, 16-23, 28-29, 31-34, 36-37	8
Weather Anchor/Reporter	4, 8, 11-12, 16-23, 28-29, 31-37	11
Multi Media Journalist	4, 6, 8, 12, 16-23, 26, 28, 31-34, 36-37	8
Multi Media Journalist	4, 6, 8, 12, 16-23, 26, 28, 31-34, 36-37	6
Radio Production Assistant	4-5, 8, 12, 16-23, 26, 28, 31-34, 37	5
News Anchor / Producer / Reporter	4, 7-10, 12, 14, 16-23, 28-29, 31-35, 37 -38	20
News Anchor / Producer / Reporter	4, 7-10, 12, 14, 16-23, 28-29, 31-35, 37 -38	9
Promotions Coordinator	4-5, 7-8, 12, 16-23, 28-29, 31-34, 37	22
Janitor / Maintenance Person	1, 4, 8, 10, 12, 16-23, 26, 28, 32-35	20
Multi Media Journalist	4, 7-8, 12, 15-18, 20-24, 27-29, 31-35, 37	24
Receptionist	4-5, 7-8, 12-13, 16-23, 28-29, 31-34, 37 -38	38
Vice President, Integrated Marketing Solutions	2-4, 7-8, 12, 16-23, 28-29, 31-34, 37-38	38
Sales Assistant	2, 4, 7, 12, 18, 21, 23, 28-29, 31, 34, 37	7

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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	Agency Referral	N	1
2	Application already on file	N	2
3	Consultant Referral	N	1
4	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.craigslist.com Job Boards Manual Posting	N	1
5	Current Employee	N	9
6	Current Employee - Transfer/Promotion	N	1
7	Employee Referral	N	14
8	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	29
9	Former Employee	N	4
10	Former Employee Referral	N	2
11	Former Intern	N	2
12	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : www.entravisin.com Norma Juarez Manual Posting	N	0
13	Indeed.com	N	1
14	Job Fair	N	1
15	KCWT-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.yourcwriograndevalley.com 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
16	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.q945therock.com Anabell Ramos Manual Posting	N	0
17	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.foxrio2.com Anabell Ramos Manual Posting	N	0
18	KFXV-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/foxrio2?ref=hl Manuel Chavez Manual Posting	N	0
19	KKPS-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.995lanueva.com Anabell Ramos Manual Posting	N	1
20	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Anabell Ramos Manual Posting	N	15
21	KNVO-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/knvotv48?ref=hl 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
22	KVLV-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mix1079.net Anabell Ramos Manual Posting	N	1
23	KVLV-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : https://www.facebook.com/1079mixfm?ref=hl Manuel Chavez Manual Posting	N	0
24	Linked In	N	1
25	Mission Chamber of Commerce 202 W. Tom Landry Mission, Texas 78572 Phone : 956-585-2727 Url : http://www.missionchamber.com Job Board Manual Posting	N	0
26	Non-Employee Referral	N	3
27	Other Source	N	1
28	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : http://www.collegecentral.com/southtexascollege/ Career Services Manual Posting	N	0
29	TAB 502 East 11th St. Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Board 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
30	The Monitor 1400 E Nolana Ave McAllen, Texas 78504 Phone : 956.683.4210 Url : http://www.themonitor.com Imelda Martinez Manual Posting	N	0
31	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
32	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : http://www.workintexas.com Job Board Manual Posting	N	8
33	UTB 80 Fort Brown St. Brownsville, Texas 78520 Phone : 956-882-3879 Url : http://www.utb.edu/sa/careerservices/pages/default Career Services Manual Posting	N	0
34	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
35	Walk In	N	7
36	Walk In/Self-Referral	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
38	Word of Mouth Referral	N	4
39	YOU TUBE 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Thomas Ferrer Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

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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	5/20/2015	Participation in Job Fairs	Workforce Solutions 2015 Youth Career Conference Explore your Future McAllen Convention Center, McAllen, TX	2	HR Sr. Business Operations Manager
2	6/1/2015	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: Leo James Hernandez 300 hrs Maria Perez 150 hrs Karen De Los Reyes 300 hrs Nicholas Guajardo 300 hrs Jesus Acebo 300 hrs Sergio Puente 300 hrs Joseph Tello 300 hrs Miriam Suaste 150 hrs</p>	4	Production Manager Production Assistant News Director Producer / Anchor
3	7/1/2015	Establishment of training programs for station personnel	Workplace Answers eLearning: Employee Harassment Training Course	120	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	8/14/2015	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: Selena Olivia Lemus 300 hrs Mark Lopez 300 hrs Lynette Montalvo 150 hrs Sierra Pizzaro 150 hrs Brenda Marquez 150 hrs</p>	3	Production Manager News Director Producer / Anchor
5	9/1/2015	Establishment of training programs for station personnel	IAB Digital Advertising Training Program	2	Regional Interactive Marketing Solutions Manager SVP
6	10/9/2015	Participation in Job Fairs	The UTRGV of Texas Rio Grande Valley Fall 2015 Career Expo Edinburg Campus - Field House	2	HR Sr. Business Operations Manager
7	11/12/2015	Co Sponsoring Job Fair	Hiring Red , White & You Operation Workforce - Career Expo McAllen Convention Center McAllen, TX	2	HR Sr. Business Operations Manager
8	12/1/2015	Establishment of training programs for station personnel	Entravision Employee Engagement Platform (Entravision University) Courses set for all employees to engage, embrace and empower the strategic vision and creative innovation of our company	120	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	1/19/2016	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 communications.</p> <p>Fall Semester: Alicia Rangel 90 hrs Carolina Mendez 150 hrs</p>	2	Production Manager Regional Interactive Marketing Solutions Manager