

**KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO-TV, KNVO-FM, KTFV, KVLV,  
KXFX-CD**

**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

**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>
Digital Sales IMSC (2205)	1-2, 5, 16-26	2
Accounting Assistant (2204)	1-2, 5, 8, 15-26, 28	28
Production Associate (2203)	1-2, 5, 16-26	5
Multi Media Journalist (2216)	1-2, 5, 15-26, 28	2
Master Control Operator (NOC) (2227)	1-2, 5, 7, 9-14, 16-18, 20, 22-23, 25-26	2
Sales Coordinator (2230)	1, 4, 16-18, 20, 22-23, 25-26	4
Technical Director / Video Journalist (2238)	2, 5, 15, 23, 28	2
Multi Media Journalist (2319)	1-2, 5, 16-17, 19, 21-22, 24-26	2
Integrated Marketing Solutions Consultant (2318)	1-2, 5, 16-17, 20, 22-23, 25-26	2
Regional News Content Director (2320)	1-2, 5, 16-17, 19-20, 22, 24-26	5
News Editor (2371)	1-2, 5, 9-14, 16-17, 19-20, 22-28	28
Digital Managing Editor (2369)	1-3, 5-6, 9-12, 14, 16-17, 19-20, 22-26, 28	14
Multimedia Journalist/Weather Anchor (2360)	1-2, 5, 9-12, 14, 16-17, 19-26, 28	5

**KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO-TV, KNVO-FM, KTFV, KVLV,  
KXFX-CD**

**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
1	Arise 1417 S. Tower Rd. PO Box 778 Alamo, Texas 78516 Phone : 956-783-6959 Ramona Casas Manual Posting	N	0
2	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	12
3	Facebook post	N	1
4	Former Employee	N	1
5	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> Elizabeth Kidd Manual Posting	N	11
6	Indeed.com	N	2
7	Internal Candidate	N	1
8	Job posting on internet	N	1
9	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
10	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

**KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO-TV, KNVO-FM, KTFV, KVLV,  
KXFX-CD**

**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
11	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
12	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	1
13	KTFV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Anabell Ramos Manual Posting	N	0
14	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	1
15	Linked In	N	5
16	LULAC - hirelatinos.org 1133 19th St NW Washington, District of Columbia 20036 Url : <a href="http://hirelatinos.org/my-listings/job/">http://hirelatinos.org/my-listings/job/</a> self report self report Manual Posting	N	0
17	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0

**KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO-TV, KNVO-FM, KTFV, KVLV,  
KXFX-CD**

**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
18	RGV Hispanic Chamber of Commerce 801 E. Fern, Suite #163 McAllen, Texas 78501 Phone : 956-928-0060 Url : <a href="http://www.rgvhcc.com/">http://www.rgvhcc.com/</a> Victoria Gomez Manual Posting	N	0
19	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : <a href="http://www.collegecentral.com/southtexascollege/">http://www.collegecentral.com/southtexascollege/</a> Career Services Manual Posting	N	0
20	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
21	Texas A&M 209 Koldus 1233 TAMU College Station, Texas Phone : 979-845-5139 Url : <a href="http://careercenter.tamu.edu/">http://careercenter.tamu.edu/</a> Career Services Manual Posting	N	0
22	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
23	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	2

**KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO-TV, KNVO-FM, KTFV, KVLV,  
KXFX-CD**

**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

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

<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>
24	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	3
25	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
26	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
27	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
28	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Job Boards Manual Posting	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</b>

**KCWT, KFRQ, KFXV, KKPS, KMBH-TV, KNVO-TV, KNVO-FM, KTFV, KVLY,  
KXFX-CD**

**EEO PUBLIC FILE REPORT**

**April 1, 2020 - March 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/16/2021	Provision of training to management	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	1	SBOM
2	2/24/2021	Participation in Job Fairs	South Texas Workforce Solutions Virtual Job Fair	1	SBOM
3	3/11/2021	Provision of training to management	CBA FCC EEO Training - Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	1	SBOM