

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

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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>
Assistant Engineer (2930)	1, 4-23, 25	9
Sales Coordinator (2932)	1-6, 13-14, 16-23	3
Master Control - NOC Operator (2971)	1, 4-14, 16-24	6
Master Control Operator (3128)	1, 4-14, 16-19, 21-24	5
Creative Services Director (3219)	1, 4-6, 13-14, 16-25	4
News Editor (3233)	1, 4-6, 13-14, 16-24	6
Managing Editor (3256)	1, 4-6, 13-14, 16-24	4
Master Control Operator (3274)	1, 4-14, 17, 22, 24	9

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**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	Current Employee	N	1
3	Employee Referral	N	1
4	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	5
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	2
6	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : <a href="http://www.indeed.com">www.indeed.com</a> Job Boards Manual Posting	N	10
7	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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<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>
8	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
9	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
10	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
11	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
12	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	0

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13	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
14	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0
15	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Indiana 46260 Url : <a href="http://sbe.org/resources/jobs/">sbe.org/resources/jobs/</a> Scott Jones Manual Posting	N	0
16	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
17	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	0
18	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

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19	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
20	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	0
21	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
22	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
23	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
24	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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25	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Job Boards Manual Posting	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</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	Ongoing Event	Establishment of a mentoring program	Entravision's global Mentorship Program aims to help mentees gain more confidence and training as well as to identify, grow, and inspire future leaders in the company. Corporate HR mentorship for SBOM for leadership growth.	2	SBOM EVP Global HR
2	Ongoing Event	Establishment of a mentoring program	Entravision's global Mentorship Program aims to help mentees gain more confidence and training as well as to identify, grow, and inspire future leaders in the company. News Director mentorship for MMJ to acquire more confidence and skills to qualify them for higher level positions within the News Department.	3	SBOM News Director MMJ
3	4/27/2022	Participation in Job Fairs	Participation in South Texas College Spring Job Fair	2	SBOM HR/Accting Asst
4	9/20/2022	Participation in Job Fairs	Participation in Texas A&M University Corpus Christi Career Fair	2	SBOM BOM
5	9/28/2022	Provision of training to management	FCC EEO Compliance & Recruiting/Reporting - Training provided by Texas Association of Broadcasters and Broadcast 1 to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	1	SBOM
6	10/7/2022	Participation in Job Fairs	Participation in UTRGV Career & Internship Expo	2	SBOM HR/Accting Asst
7	2/22/2023	Participation in Job Fairs	Participation in Jumpstart Career Expo - Workforce Solutions	2	SBOM HR/Accting Asst
8	3/3/2023	Participation in Job Fairs	Participation in UTRGV Career & Internship Expo	2	SBOM HR/Accting Asst Production Manager
9	3/21/2023	Participation in Job Fairs	Participation in TAMIU Laredo Career Fair	3	SBOM BOM Production Manager
10	3/29/2023	Participation in Job Fairs	Participation at Del Mar College Careers Hiring Event	2	SBOM BOM