

KCWT, KFRQ, KFXV, KKPS, KNVO, KNVO, KTFV, KVLV

EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist (516)	1, 3-4, 8-12, 14-16, 18-19, 21-23, 25-28	3
Weather Anchor (502)	1, 3-4, 7-12, 14-16, 18-19, 21-23, 25-28	11
Technical Director / Video Journalist (608)	1, 4, 8-12, 14-16, 18-19, 21-23, 25-28	4
SR Vice President, Integrated Marketing Solutions	1, 4-6, 8, 14-17, 19, 21-22, 25-28	5
Integrated Marketing Solutions Consultant (643)	1-2, 4, 8-12, 14-16, 18-19, 21-28	12
Technical Director / Video Journalist (651)	1, 3-4, 8-16, 18-19, 21-23, 25-28	12
Multimedia Journalist (794))	1, 3-5, 8, 11, 14-16, 18-23, 25-28	11
News Multimedia Journalist/Anchor (792)	1, 4-5, 8, 11, 14-16, 18-23, 25-28	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	0
2	Current Employee	N	1
3	Employee Referral	N	5
4	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	18
5	Former Employee	N	4
6	Former Employee Referral	N	2
7	Former Intern	N	1
8	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : www.entravision.com Norma Juarez Manual Posting	N	0
9	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.q945therock.com Anabell Ramos Manual Posting	N	0
10	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.foxrio2.com 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
11	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Anabell Ramos Manual Posting	N	10
12	KVLV-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mix1079.net Anabell Ramos Manual Posting	N	2
13	LinkedIn / Word of Mouth	N	1
14	LULAC - hirelatinos.org 1133 19th St NW Washington, District of Columbia 20036 Url : http://hirelatinos.org/my-listings/job/ self report self report Manual Posting	N	0
15	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0
16	RGV Hispanic Chamber of Commerce 801 E. Fern, Suite #163 McAllen, Texas 78501 Phone : 956-928-0060 Url : http://www.rgvhcc.com/ Victoria Gomez Manual Posting	N	0
17	Self Referral	N	2
18	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : http://www.collegecentral.com/southtexascollege/ Career Services 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
19	TAB 502 East 11th St. Suiet 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Board Manual Posting	N	0
20	Texas A&M 209 Koldus 1233 TAMU College Station, Texas Phone : 979-845-5139 Url : http://careercenter.tamu.edu/ Career Services Manual Posting	N	0
21	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
22	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : http://www.workintexas.com Job Board Manual Posting	N	0
23	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
24	Walk In	N	1
25	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
27	Work In Entertainment, LLC 1070 E. Chauncey Ln., Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Url : workinentertainment.com Latisha Culp Manual Posting	N	0
28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	4/16/2018	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>Spring Semester 2018: Yazmin Cantu 150 hrs (Production) 2/12/18 - 4/13/18 Carolina Rocha 153.5 hrs (Production) 1/16/18 - 4/13/18</p>	2	Production Manager Production Associate
2	8/30/2018	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 2018: Kenia Gomez 150 hrs (Production) 7/2/18-8/30/18 Cecilia Castaneda 150 hr. (News) 7/13/18 - 8/17/18</p>	3	Production Manager Production Associate News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	9/13/2018	Participation in Job Fairs	McAllen Chamber of Commerce Business Expo 2018 McAllen, TX 78501	2	BOM HR
4	11/8/2018	Co Sponsoring Job Fair	Hiring Red, White and YOU! Entravision Communications teams up with Workforce Solutions to help employ our Veteran in RioGrande Valley	2	BOM HR
5	11/14/2018	Provision of training to management	BOM FCC/EEO Training November 14, 2018 Elizabeth Kidd	1	BOM
6	11/29/2018	Participation in Job Fairs	TAMIU Fall 2018 All Majors Fair Education, Business, Hospitality, & Technology Laredo, TX 78041	2	BOM HR
7	2/27/2019	Participation in Job Fairs	TAMIU Spring 2019 All Major Career Expo Corpus Christi, TX 78412	2	BOM HR
8	3/20/2019	Participation in Job Fairs	UTRGV Spring 2019 Career Expo Edinburg Campus	2	BOM HR