

KAIQ-FM, KBZO-AM, KBZO-LD
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive	1-2, 4-14	2
Promotions Manager	1-12, 14	3
Promotions Assistant	1-2, 4-12, 14	2

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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	Craigslist 1381 9th Ave. San Fransico, California 94122 Phone : 800-664-0633 Url : http://lubbock.craigslist.org Career Services Manual Posting	N	0
2	Entravision Career Website 6502 Caprock Dr Lubbock, Texas 79412 Phone : 806-763-6051 Url : www.entravision.com Lupe Trevino Manual Posting	N	4
3	Former Employee	N	1
4	Hire Red Raiders 150 Wiggins Complex PO BOX 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Url : www.hireredraiders.ttu.edu Email : careercenter@ttu.edu Janelle Zamora	N	0
5	La Tricolor El Paso 94.7 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Erika Hernandez Manual Posting	N	0
6	Lubbock Avalanche Journal PO BOX 491 Lubbock, Texas 79481 Phone : 806-766-8647 Url : jobs.lubbockonline.com Email : jobs@lubbockonline.com Brek Young	N	0
7	Lubbock Chamber of Commerce 1500 Broadway Ste.101 Lubbock, Texas 79401 Phone : 806-761-7004 Url : www.lubbockchamber.com Email : info@lubbockbiz.org Sheri Nugent	N	0

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8	Tricolor 955 Facebook 6502 Caprock Dr Lubbock, Texas 79412 Phone : 806-763-6051 Url : entravision.com Lupe Trevino Manual Posting	N	0
9	Tricolor 955 FM Radio 6502 Caprock Dr Lubbock, Texas 79412 Phone : 806-763-6051 Url : entravision.com Lupe Trevino Manual Posting	N	0
10	University Career Center 3211 18th Street MS 45006 Lubbock, Texas 79409 Phone : 8067422210 Email : nicole.noble@ttu.edu Nicole Noble	N	0
11	Univision 51 TV 6502 Caprock Dr Lubbock, Texas 79412 Phone : 806-763-6051 Url : entravision.com Lupe Trevino Manual Posting	N	0
12	Univision 51-Lubbock TX Facebook 6502 Caprock Dr Lubbock, Texas 79412 Phone : 806-763-6051 Url : entravision.com Lupe Trevino Manual Posting	N	0
13	Worksource 1218 14th St Lubbock, Texas 79401 Phone : 806-765-5038 Url : http://spworksource.org Email : sharon.judd@spworkforce.org Fax : 1-806-765-5038 Shron Judd	N	0

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14	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	4/24/2019	Participation in Job Fairs	South Plains Job Fair Wednesday, April 24, 2019	2	SVP Promotions Manager
2	5/1/2019	Participation in Job Fairs	El Paso Community College W-Job Fair 2019	1	Accounting
3	7/12/2019	Provision of training to management	Online training course "Workplace Harassment for Employees" to further educate employees regarding methods of ensuring equal employment opportunities and preventing discrimination and harassment.	1	Accounting
4	9/11/2019	Participation in Job Fairs	El Paso Job Con 2019 Eastlake High School	1	Accounting
5	9/20/2019	Participation in Job Fairs	The University of Texas at El Paso 9/20/19	1	Accounting
6	9/25/2019	Participation in Job Fairs	TTU All Majors Job Fair 2019	2	SVP Promotions
7	10/9/2019	Participation in Job Fairs	South Plains Job Fair 10092019	2	SVP Promotions
8	10/10/2019	Participation in Job Fairs	Participated in Midland Job Fair. It was open to the public. El Paso, Midland, and Lubbock were represented at this job fair. Employment opportunities were displayed at the event.	4	SVP IMSC IMSC Production
9	11/7/2019	Participation in Job Fairs	Hiring Red, White, and You	2	SVP Promotions
10	11/18/2019	Provision of training to management	Conference call participation regarding FCC Compliance regarding EEO Compliance Reporting. This training is held annually for management per Alex La Brie, Director of HR to ensure station management is trained regarding this initiative for this reporting.	2	SBOM Accountng
11	2/6/2020	Participation in Job Fairs	Lubbock Chamber Business Expo 2020 February 6,2020	2	SVP Promotions