

**KHRO-AM, KINT-FM, KINT-TV, KOFX-FM, KSVE-AM, KTFN-TV, KYSE-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2014 - March 31, 2015**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assignment Editor Weekend	3, 7, 12-13, 16-17, 19, 34-35, 37-38, 45-47	12
SVP IMS	1, 4, 6, 9-10, 13-14, 16, 18-20, 22, 24, 27-28, 30, 32, 34-35, 37-39, 41, 43, 45-46	20
Integrated Marketing Solutions Consultant	7, 13, 16-21, 27, 29, 34-35, 37-39, 45-46	27
Promotions Coordinator	1, 4, 6, 8-11, 13-14, 16, 18-19, 22, 24, 27, 30, 32, 34-35, 37-39, 41, 43, 45-46	11
Integrated Marketing Solutions Manager	1, 4, 6-9, 13-14, 16-19, 22, 24, 27-30, 32, 34-39, 41, 43, 45-46	27
Master Control Switcher	1, 4, 6, 8, 11, 13-14, 16, 19, 24, 27, 32, 34-39, 41, 43, 45-46	11
Assignment Editor/CG's Weekend	1, 4, 6, 8, 10, 13-14, 16, 18-19, 22, 24, 27, 32, 34-35, 37-39, 41, 43, 45-46	10
Reporter-Spanish	2, 5, 13, 15-16, 19, 23, 25-26, 31, 33-35, 37-38, 40, 42, 44-46	26
TV Radio Promotions Director	26	26

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**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>
1	African American Cultural Center PO Box 18043 Albuquerque, New Mexico 87185-8043 Phone : 505-299-7910 Email : lovejll@aol.com Lovie McGee	N	0
2	African American Cultural Center PO Box 18043 Albuquerque, New Mexico 87185-8043 Phone : 505-299-7910 Email : lovejll@aol.com Lovie McGee	N	0
3	Aftercollege.com 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : <a href="https://www.aftercollege.com/">https://www.aftercollege.com/</a> Regina Gines Manual Posting	N	0
4	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
5	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
6	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0

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7	Career Builder 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : <a href="http://www.careerbuilder.com/">http://www.careerbuilder.com/</a> Regina Gines Manual Posting	N	0
8	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
9	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : <a href="http://www.concordia.edu">www.concordia.edu</a> Email : <a href="mailto:Randa.Scott@concordia.edu">Randa.Scott@concordia.edu</a> Randa Scott	N	0
10	Current Employee	N	5
11	Current Employee - Transfer/Promotion	N	2
12	Current Employee/Internal Promotion	N	1
13	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting	N	0
14	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : 505-562-2112 Email : <a href="mailto:orlando.ortega@enmu.edu">orlando.ortega@enmu.edu</a> Orlando Ortega	N	0
15	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : 505-562-2112 Email : <a href="mailto:orlando.ortega@enmu.edu">orlando.ortega@enmu.edu</a> Orlando Ortega	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
16	El Paso Community College 9050 Viscount El Paso, Texas 79925 Phone : 915-831-2000 Url : <a href="http://www.epcc.edu/pages/default.aspx">http://www.epcc.edu/pages/default.aspx</a> Laura Beltran Manual Posting	N	0
17	El Paso Times 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : <a href="http://www.elpasotimes.com/">http://www.elpasotimes.com/</a> Regina Gines Manual Posting	N	0
18	Employee Referral	N	6
19	Entravision 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-447-3870 Url : <a href="http://www.entravision.com/">http://www.entravision.com/</a> John Mahan Manual Posting	N	0
20	Former Employee	N	2
21	Former Employee Referral	N	3
22	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
23	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
24	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0



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25	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
26	Internal Transfer/Promotion	N	2
27	Internet Ad	N	19
28	Job posting on internet	N	11
29	Las Cruces Sun News 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : <a href="http://www.lcsun-news.com/">http://www.lcsun-news.com/</a> Regina Gines Manual Posting	N	0
30	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : <a href="http://www.naja.com">www.naja.com</a> Fax : 612-729-9373 Referral Director	N	0
31	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : <a href="http://www.naja.com">www.naja.com</a> Fax : 612-729-9373 Referral Director	N	0
32	New Mexico Broadcasters Association 2333 Wisconsin, NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a> Fax : 1-505-881-5353 Suzan Strong	N	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
33	New Mexico Broadcasters Association 2333 Wisconsin, NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Fax : 1-505-881-5353 Suzan Strong	N	0
34	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
35	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
36	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Url : <a href="http://www.jobspider.com/">http://www.jobspider.com/</a> Chris McGarry Manual Posting	N	0
37	tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/postjobs/">http://www.tvjobs.com/postjobs/</a> Mike Lozano Manual Posting	N	0
38	TX Assoc of Broadcasters 502 E. 11th St. Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="https://www.tab.org/member-services/login">https://www.tab.org/member-services/login</a> Craig Bean Manual Posting	N	0

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39	University of New Mexico Comm. & Journalism MSCO3 2240 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-227-1903 Email : cjugrads@unm.edu Mary Bibeau	N	0
40	University of New Mexico Comm. & Journalism MSCO3 2240 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-227-1903 Email : cjugrads@unm.edu Mary Bibeau	N	0
41	University of New Mexico Office of Career Services MSC06 3710, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-2531 Email : jobpost@unm.edu Mary Montano	N	0
42	University of New Mexico Office of Career Services MSC06 3710, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-2531 Email : jobpost@unm.edu Mary Montano	N	0
43	UNM El Centro de la Razo Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-5020 Email : elcentro@unm.edu Veronica Mendez-Cruz	N	0
44	UNM El Centro de la Razo Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-5020 Email : elcentro@unm.edu Veronica Mendez-Cruz	N	0

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45	Utep Job Mine 500 W. University El Paso, Texas 79968 Phone : 915-747-5640 Url : <a href="http://studentaffairs.utep.edu/default.aspx?tabid=">http://studentaffairs.utep.edu/default.aspx?tabid=</a> Ed Maldonado Manual Posting	N	0
46	Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting	N	0
47	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>52</b>



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**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>	<b>Points</b>
1	4/1/2014	Participation in scholarship programs	We are members of El Paso Association of Radio Stations. This organization sells airtime at a greatly discounted price to non-profit organizations. With money collected, EARS gives broadcasting scholarships annually in September to area students.	1	SVP	1.00
2	4/1/2014	Establishment of an intern program designed to assist members of the community	We have an internship program during the term designed for college students to supplement a course of studies in Communications, Broadcast Media, Spanish Language and/or Public Relations.	4	TV Promotions Dir Radio Promotions Dir News Director Radio Operations	1.00
3	5/7/2014	Participation in Job Fairs	Participating in the El Paso Community College Job Fair on May 7, 2014	2	Public Outreach Dir/Promo Dir VP of IMS	0.25
4	8/11/2014	Provision of training to management	Aug 2014-Richard Franco attended Business Operations Manager conference in Las Vegas and participated in a "role play" with different human resources issue scenarios.	1	Business Operations Manager	1.00
5	12/11/2014	Co Sponsoring Job Fair	Co sponsored job fair with Texas Workforce Solutions. Several businesses were on site to recruit employees.	4	VP Integrated Marketing Solutions SVP Senior Business Op Mgr Galnares	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.25</b>