

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

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
Digital Content Producer	1-5, 7-9, 11-19, 21-34	11
Integrated Marketing Solutions Consultant	2, 4, 6-10, 14, 17-21, 23, 27-28, 30-34	20

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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	94.7 Tricolor Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : https://www.facebook.com/elgato94.7?fref=ts Ceci Varela Manual Posting	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	AM/Fmjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.amfmjobs.com/postjobs/ Mike Lozano 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	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4920 Url : http://www.artinstitutes.edu/denver/career-service Neville Harson Manual Posting	N	0
6	Current Employee	N	1
7	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar 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
8	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : 505-562-2112 Email : orlando.ortega@enmu.edu Orlando Ortega	N	0
9	El Paso Community College 9050 Viscount El Paso, Texas 79925 Phone : 915-831-2000 Url : http://www.epcc.edu/pages/default.aspx Laura Beltran Manual Posting	N	0
10	Employee Referral	N	1
11	Entravision 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-447-3870 Url : http://www.entravision.com/ John Mahan Manual Posting	N	9
12	EP Hispanic Chamber of Comm 2401 E. Missouri El Paso, Texas 79903 Phone : 915-566-4066 Url : http://www.ephcc.org/ Joyce Montemayor Manual Posting	N	0
13	Facebook blast 5426 North Mesa El Paso, Texas Email : fgarza@entravision.com Fernando Hernandez	N	0
14	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	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
15	Mediarecruiter.com 9457 So. University #303 Highlands Ranch, Colorado 80126 Art Scott Manual Posting	N	0
16	National Image P.O. Box 12006 Denver, Colorado 80201 Phone : 303-412-7880 Url : http://www.imagededenver.org/home.php Joe Davalos Manual Posting	N	0
17	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
18	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
19	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
20	Non-Employee Referral	N	1
21	Opportunity Center of El Paso 1208 Myrtle Ave El Paso, Texas 79901 Phone : 915-342-2426 Url : opportunitycenter.org Aracely Lazcano Manual Posting	Y	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
22	Southern California Broadcaster Association 5670 Wilshire Blvd Suite 200 Los Angeles, California 90036 Phone : 323-930-5597 George Lancer Manual Posting	N	0
23	Star Reynolds Home 8023 San Jose El Paso, Texas 79915 Phone : 915-929-9055 Url : reynoldshome.org First Last Manual Posting	Y	0
24	The Fox 92.3 Fm Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : https://www.facebook.com/thefox923?fref=ts Ceci Varela Manual Posting	N	0
25	tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/postjobs/ Mike Lozano Manual Posting	N	0
26	TX Assoc of Broadcasters 502 E. 11th St. Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : https://www.tab.org/member-services/login Craig Bean Manual Posting	N	0
27	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	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
29	Univision 26 El Paso Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : https://www.facebook.com/univision26?fref=ts Abel Rodriguez Manual Posting	N	0
30	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
31	Utep Job Mine 500 W. University El Paso, Texas 79968 Phone : 915-747-5640 Url : http://studentaffairs.utep.edu/default.aspx?tabid= Ed Maldonado Manual Posting	N	0
32	Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting	N	0
33	Women's Border Business 2401 East Missouri El Paso, Texas 79903 Phone : 915-566-4066 Url : womenbordercenter.com M Aldeis Manual Posting	Y	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	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:			12

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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	8/11/2020	Participation in Job Fairs	Virtual Job Fair 8/11/2020 9 am - 3 pm hosted by Workforce Solutions Our Lubbock station personnel participated and they represented our stations in Midland, Lubbock, and El Paso.	2	Admin Assistant SVP
2	9/23/2020	Participation in Job Fairs	Virtual Job Fair 9/23/20 9am - 3 pm hosted by Workforce Solutions South Plains Our Lubbock station personnel participated and they represented our stations in Midland, Lubbock, and El Paso.	2	Admin Assistant SVP
3	10/22/2020	Participation in Job Fairs	Virtual Job Fair 10/22/20 9 am - 3 pm hosted by Workforce Solutions South Plains Our Lubbock station personnel participated and they represented our stations in Midland, Lubbock, and El Paso.	2	Admin Assistant SVP
4	11/2/2020	Participation in Job Fairs	Virtual Job Fair 11/2/20 11 am - 2 pm hosted by Texas Tech University at Lubbock Our Lubbock station personnel participated and they represented our stations in Midland, Lubbock, and El Paso.	2	Admin Assistant SVP
5	11/5/2020	Participation in Job Fairs	Virtual Job Fair 11/5/20 9 am - 3 pm hosted by Workforce Solutions South Plains Our Lubbock station personnel participated and they represented our stations in Midland, Lubbock, and El Paso.	2	Admin Assistant SVP
6	1/21/2021	Participation in Job Fairs	Virtual Job Fair 1/21/21 9 am - 3 pm hosted by Workforce Solutions South Plains Our Lubbock Station Personnel participated and they represented our stations in Midland, Lubbock, and El Paso	2	Admin Assistant SVP

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/25/2021	Participation in Job Fairs	Virtual Job Fair 2/25/2021 9 am - 3 pm hosted by Workforce Solutions South Plains. Our Lubbock station personnel participated and they represented our stations in Midland, Lubbock, and El Paso.	2	SVP Accounting
8	3/2/2021	Provision of training to management	EEO Webinar on EEO regulations for Broadcasters	1	SBOM