

KHRO-AM, KINT-FM, KINT-TV, KOFX-FM, KSVE-AM, KTFN-TV, KYSE-FM**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****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 |
|---------------------------------------|--|-------------------------------|
| Multi Media Journalist | 1-7, 9-10, 12, 14-15, 19, 21-25, 27-33 | 25 |
| Sales Assistant | 1-3, 5-7, 9, 12, 14-15, 21-25, 27-29, 31-33 | 25 |
| Promotions Director | 1-2, 4-10, 12, 14-15, 18, 20-29, 31-33 | 25 |
| Multi Media Journalist/TV News Anchor | 1-2, 4-6, 9-12, 14-15, 17, 19, 21-24, 27-29, 31-33 | 11 |
| Technical Director | 1-2, 5-9, 11-12, 14-15, 21-24, 27-29, 31-33 | 11 |
| Traffic Assistant | 1-2, 5-7, 9, 12-15, 17, 21-25, 27-28, 31-33 | 25 |
| MMJ/Editor | 1-2, 5-7, 9, 12, 14-15, 21-25, 27-28, 31-33 | 25 |
| Van Driver | 1-2, 5-7, 9, 12, 14-17, 21-24, 27-28, 31-33 | 16 |
| Assignment Editor CG's Weekend | 1-2, 5-7, 9, 12, 14-16, 21-24, 27-28, 31-33 | 16 |
| IT Support Specialist | 1-2, 5-7, 9, 12, 14-15, 17, 21-24, 27-28, 31-33 | 17 |

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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 | African American Cultural Center PO Box 18043 Albuquerque, New Mexico 87185-8043 Phone : 505-299-7910 Email : lovejil@aol.com Lovie McGee | N | 0 |
| 2 | American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell | N | 0 |
| 3 | 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 |
| 4 | Career Builder 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.careerbuilder.com/ Regina Gines Manual Posting | N | 0 |
| 5 | Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber | N | 0 |
| 6 | David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting | N | 0 |
| 7 | 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 |

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|-----------|---|---|--|
| 8 | El Gato 94.7 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 |
| 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 | El Paso Times 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.elpasotimes.com/ Regina Gines Manual Posting | N | 0 |
| 11 | Employee Referral | N | 3 |
| 12 | 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 | 0 |
| 13 | Facebook post | N | 1 |
| 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 |
| 15 | 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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|-----------|--|---|--|
| 16 | Internet Ad | N | 6 |
| 17 | Job posting on internet | N | 6 |
| 18 | Jose 93.9 Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : https://www.facebook.com/jose939elpaso?fref=ts Ceci Varela Manual Posting | N | 0 |
| 19 | Las Cruces Sun News 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : http://www.lcsun-news.com/ Regina Gines Manual Posting | N | 0 |
| 20 | Local Newspaper | N | 2 |
| 21 | Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director | N | 0 |
| 22 | 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 |
| 23 | NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting | N | 0 |

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|-----------|---|---|--|
| 24 | NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting | N | 0 |
| 25 | Station Website | N | 20 |
| 26 | 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 |
| 27 | 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 |
| 28 | 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 |
| 29 | 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 |
| 30 | 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 |

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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 |
|--|--|--|---|
| 31 | UNM El Centro de la Raza 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 |
| 32 | 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 |
| 33 | Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 38 |

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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 | 4/27/2016 | Participation in Job Fairs | Participated in the El Paso Community College Job Fair on April 27, 2016. This event was exclusively designed to assist the EPCC graduates, students, and community members find employment. | 1 | Accounting Assistant |
| 2 | 6/27/2016 | Provision of training to management | FCC EEO Training to management | 1 | Senior Op Manager |
| 3 | 8/16/2016 | Establishment of an intern program designed to assist members of the community | Interns April 2016 - March 2017 | 1 | News Director |
| 4 | 8/24/2016 | Co Sponsoring Job Fair | We were invited to participate in Southwest University's job fair in El Paso. We were there to recruit candidates for any open vacancies we have. | 2 | Promotions VPIMS |
| 5 | 9/22/2016 | Co Sponsoring Job Fair | Participated with the University of Texas at El Paso Career Fair on Sept 22, 2016. Many local businesses were there as well to recruit students and graduates. | 2 | Accounting Assistant Business Op Manager |
| 6 | 3/2/2017 | Provision of training to management | Texas EEO conference call regarding EEOC reporting | 7 | Corporate Senior Business Op Manager Business Op Manager Senior Business Op Manager |