

**FCC - EEO PUBLIC FILE INSPECTION REPORT**

**Job Titles of All Full-Time Vacancies Throughout Year**

**Stations:** KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KYSE-FM, K  
**Dates:** 04/01/10-03/31/11

	<b>Job Title</b>	<b>Vacancy Date</b>	<b>Hire Date</b>
1	Reporter	3/19/10	6/21/2010
2	Reporter	4/10/10	8/4/2010
3	Account Executive TV	4/22/10	10/20/2010
4	Receptionist (Temporary Position)	5/3/10	5/10/2010
5	Promotions Assistant	6/10/10	8/24/2010
6	Production Assistant	6/18/10	2/22/2011
7	Account Executive Radio	7/28/10	8/26/2010
8	Interactive Account Executive	9/22/10	11/22/2010
9	National Sales Manager	10/7/10	12/6/2010
10	Photographer	10/22/10	11/17/2010
11	Research Analyst	12/13/10	2/10/2010
12	Account Executive Radio	1/25/11	3/1/2011
13	Radio Sales Assistant	2/14/11	2/24/2011
14	Weekend News Anchor	2/16/11	OPEN
15	Radio Traffic Assistant	2/17/11	OPEN
16	Receptionist	2/17/11	2/21/2011
17	On-Air-Personality Radio	1/31/11	3/3/2011
18	Account Executive TV	2/28/11	3/7/2011
19	Van Driver/Remote Coordinator	2/24/11	3/4/2011
20	Account Executive Radio	3/3/11	3/21/2011
21	Account Executive TV	3/8/11	OPEN
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**FCC - EEO PUBLIC FILE INSPECTION REPORT**

**DFX-FM AND KHRO-AM**

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Sources Used to Fill Vacancies

Stations: KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KYSE-FM, KOFX-FM AND KHRO-AM

	Job Title	Contact	Source	Address	Phone	Fax
1	Reporter	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
		Andrew Tran	Entravision Website	Entravision.com	310-447-3870	760-754-8177
		Regina Gines	Career Builder Website	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Regina Gines	El Paso Times	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Regina Gines	Career Builder Magazine	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Regina Gines	Spanish El Paso Y Mas Magazine	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Regina Gines	Spanish TV Y Mas Magazine	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Regina Gines	Mobile Phone Web/EP Times	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Regina Gines	Aftercollege.com	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Joyce Montemayor	El Paso Hispanic Chamber of Commerce	2401 E. Missouri, El Paso TX 79903	915-566-4066	915-566-9714
		Regina Gines	Las Cruces Sun News	256 W. Las Cruces, NM 88004	575-541-5400	575-541-5426
		Regina Gines	Topjobs.com	300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
		Mark Shilstone	Media Line	P.O. Box 51909, Pacific Grove, CA 93950	800-237-8073	831-648-5204
		Laura Beltran	El Paso Community College	9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
		Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
		Gerardo Martinez	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
		2	Reporter	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052
Andrew Tran	Entravision Website			Entravision.com	310-447-3870	760-754-8177
Regina Gines	Career Builder Website			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Regina Gines	El Paso Times			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Regina Gines	Career Builder Magazine			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Regina Gines	Spanish El Paso Y Mas Magazine			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Regina Gines	Spanish TV Y Mas Magazine			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Regina Gines	Mobile Phone Web/EP Times			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Regina Gines	Aftercollege.com			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Joyce Montemayor	El Paso Hispanic Chamber of Commerce			2401 E. Missouri, El Paso TX 79903	915-566-4066	915-566-9714
Regina Gines	Las Cruces Sun News			256 W. Las Cruces, NM 88004	575-541-5400	575-541-5426
Regina Gines	Topjobs.com			300 N. Campbell, El Paso, TX	915-546-6210	915-546-6406
Mark Shilstone	Media Line			P.O. Box 51909, Pacific Grove, CA 93950	800-237-8073	831-648-5204
Laura Beltran	El Paso Community College			9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
Craig Bean	Texas Association of Broadcasters			502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
Gerardo Martinez	Upper Rio Grande Workforce Solutions			221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
3	Account Executive			Andrew Tran	Entravision Website	Entravision.com
		Elena Molinar	David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
		Celia Rodriguez	La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
		Pat Witherspoon	UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
		Nancy Wilson	NMSU Journalism Mass Communications	P.O. Box 30001, Las Cruces, NM 88003-8001	575-646-1034	575-646-1255
		Chad Jackson	NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
		Gerardo Martinez	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
		Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
		Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
		Jim Buckmaster	Craigslist	San Francisco, CA	415-566-6394	415-566-6301
		4	Receptionist (Temporary)	Andrew Tran	Entravision Website	Entravision.com
Gerardo Martinez	Upper Rio Grande Workforce Solutions			221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
Craig Bean	Texas Association of Broadcasters			502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
Laura Beltran	El Paso Community College			9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
Elena Molinar	David Carrasco Job Corps Ctr			11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
Celia Rodriguez	La Mujer Obrera			2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
Pat Witherspoon	UTEP Journalism dept			500 W University, El Paso, TX	915-747-6287	915-747-5236
5	Promotions Assistant	Andrew Tran	Entravision Website	Entravision.com	310-447-3870	760-754-8177
		Gerardo Martinez	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
		Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
		Laura Beltran	El Paso Community College	9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
		Elena Molinar	David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
		Celia Rodriguez	La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
		Pat Witherspoon	UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
		Jim Buckmaster	Craigslist	San Francisco, CA	415-566-6394	415-566-6301
		Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
6	Production Assistant	Andrew Tran	Entravision Website	Entravision.com	310-447-3870	760-754-8177
		Elena Molinar	David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
		Celia Rodriguez	La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
		Pat Witherspoon	UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
		Nancy Wilson	NMSU Journalism Mass Communications	P.O. Box 30001, Las Cruces, NM 88003-8001	575-646-1034	575-646-1255
		Chad Jackson	NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
		Gerardo Martinez	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
		Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
		Laura Beltran	El Paso Community College	9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
		Jim Buckmaster	Craigslist	San Francisco, CA	415-566-6394	415-566-6301
		Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
		Claire Baines	Adsinsula.com			

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Sources Used to Fill Vacancies

Stations: KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KYSE-FM, KOFX-FM AND KHRO-AM

Job Title	Contact	Source	Address	Phone	Fax
7 Account Executive	Andrew Tran	Entravision Website	Entravision.com	310-447-3870	760-754-8177
	Elena Molinar	David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
	Celia Rodriguez	La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
	Pat Witherspoon	UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
	Nancy Wilson	NMSU Journalism Mass Communications	P.O. Box 30001, Las Cruces, NM 88003-8001	575-646-1034	575-646-1255
	Chad Jackson	NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
	Gerardo Martinez	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
	Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
	Jim Buckmaster	Craigslist	San Francisco, CA	415-566-6394	415-566-6301
	8 Interactive Account Executive	Nathan Aukerman	Entravision Website	Entravision.com	310-447-3870
Elena Molinar		David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
Celia Rodriguez		La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
Pat Witherspoon		UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
Nancy Wilson		NMSU Journalism Mass Communications	P.O. Box 30001, Las Cruces, NM 88003-8001	575-646-1034	575-646-1255
Chad Jackson		NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
Gerardo Martinez		Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
Craig Bean		Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
Mike Lozano		TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
Jim Buckmaster		Craigslist	San Francisco, CA	415-566-6394	415-566-6301
		Claire Baines	Adsinsula.com		
9 National Sales Manager	Nathan Aukerman	Entravision Website	Entravision.com	310-447-3870	760-754-8177
	Elena Molinar	David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
	Celia Rodriguez	La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
	Pat Witherspoon	UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
	Nancy Wilson	NMSU Journalism Mass Communications	P.O. Box 30001, Las Cruces, NM 88003-8001	575-646-1034	575-646-1255
	Chad Jackson	NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
	Vanessa Gurrola	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
	Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
	Jim Buckmaster	Craigslist	San Francisco, CA	415-566-6394	415-566-6301
		Claire Baines	Adsinsula.com		
	Marie Earley	dallasobserver.com	2501 Oak Lawn Ave., Ste 700, Dallas Tx 75219	214-757-8413	214-757-8557
10 Photographer	Nathan Aukerman	Entravision Website	Entravision.com	310-447-3870	760-754-8177
	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
	Elena Molinar	David Carrasco Job Corps Ctr	11155 Gateway West, El Paso TX	915-594-0022	915-591-0166
	Celia Rodriguez	La Mujer Obrera	2101 Myrtle Ave, El Paso TX	915-588-0410	915-544-3730
	Pat Witherspoon	UTEP Journalism dept	500 W University, El Paso, TX	915-747-6287	915-747-5236
	Nancy Wilson	NMSU Journalism Mass Communications	P.O. Box 30001, Las Cruces, NM 88003-8001	575-646-1034	575-646-1255
	Chad Jackson	NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
	Vanessa Gurrola	Upper Rio Grande Workforce Solutions	221 North Kansas, El Paso TX 79901	915-313-3042	915-533-1430
	Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522





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**Source That Filled Position**

**Stations: KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KYSE-FM, KO**

	<b>Job Title</b>	<b>Source That Filled Position</b>
1	Reporter	Entravision.com
2	Reporter	Re-Hired Previous Employee
3	Account Executive TV	Re-Hired Previous Employee
4	Receptionist (Temporary Position)	Employee referral
5	Promotions Assistant	Employee referral
6	Production Assistant	Promoted from within
7	Account Executive Radio	Re-Hired Previous Employee
8	Interactive Account Executive	Entravision.com
9	National Sales Manager	Entravision.com
10	Photographer	Promoted from within
11	Research Analyst	Careerbuilder.com
12	Account Executive Radio	El Paso Times
13	Radio Sales Assistant	Utep job site
14	Weekend News Anchor	OPEN
15	Radio Traffic Assistant	OPEN
16	Receptionist	Re-Hired Previous Employee
17	On Air Personality Radio	Hired intern from internship program
18	Account Executive TV	Lateral transfer from radio to tv
19	Van Driver/Remote Coordinator	Re-Hired Previous Employee
20	Account Executive Radio	El Paso Times
21	Account Executive TV	OPEN
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**Source That Filled Position**

**Stations: KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KYSE-FM, KO**

	<b>Job Title</b>	<b>Source That Filled Position</b>
1	Reporter	Entravision.com
2	Reporter	Re-Hired Previous Employee
3	Account Executive TV	Re-Hired Previous Employee
4	Receptionist (Temporary Position)	Employee referral
5	Promotions Assistant	Employee referral
6	Production Assistant	Promoted from within
7	Account Executive Radio	Re-Hired Previous Employee
8	Interactive Account Executive	Entravision.com
9	National Sales Manager	Entravision.com
10	Photographer	Promoted from within
11	Research Analyst	Careerbuilder.com
12	Account Executive Radio	El Paso Times
13	Radio Sales Assistant	Utep job site
14	Weekend News Anchor	OPEN
15	Radio Traffic Assistant	OPEN
16	Receptionist	Re-Hired Previous Employee
17	On Air Personality Radio	Hired intern from internship program
18	Account Executive TV	Lateral transfer from radio to tv
19	Van Driver/Remote Coordinator	Re-Hired Previous Employee
20	Account Executive Radio	El Paso Times
21	Account Executive TV	OPEN
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Number of Person(s) Interviewed and Number Referred by a Recruitment Source

Stations: KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KY

	Job Title	Number of Person(s) Interviewed	From the number of person(s) interviewed, how many were referred by recruitment source?
1	Reporter	3	2-entravision.com, 1-tvjobs.com
2	Reporter	0	Re-hired previous employee
3	Account Executive TV	10	3-Website, 2-Utep, 2-NMSU,1-TAB, 1-Referral,1-Prev Emp
4	Receptionist (Temporary Position)	0	0
5	Promotions Assistant	5	2-EPCC, 1-Referral, 1-ECC Website, 1 Utep
6	Production Assistant	2	1-ECC Website, 1-In house employee
7	Account Executive Radio	0	Re-hired previous employee
8	Interactive Account Executive	3	1-Entravision Website, 1-TVJobs.com,1-Utep
9	National Sales Manager	5	2-Dallas Observer, 2-Entravision.com, 1-TAB
10	Photographer	4	1 TV Jobs, 2-word of mouth, 1 current employee
11	Research Analyst	4	1-Careerbuilder.com,3-El Paso Times
12	Account Executive Radio	5	1-EP Times, 2-Career Builder,1-ECC Website, 1-UTEP
13	Radio Sales Assistant	4	2-El Paso Times,1-Careerbuilder,1-Utep Job Site
14	Weekend News Anchor		Open Position
15	Radio Traffic Assistant		Open Position
16	Receptionist	0	Re-hired previous employee
17	On-Air Personality Radio	0	Internship program
18	Account Executive TV	5	3-EP Times, 1-Career Buildder, 1-ECC Website
19	Van Driver/Remote Coordinator	0	Re-hired previous employee
20	Account Executive Radio	4	2-EP Times, 2-Career Builder
21	Account Executive TV		Open Position
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