

FCC - EEO PUBLIC FILE INSPECTION REPORT

Job Titles of All Full-Time Vacancies Throughout Year

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

Dates: 04/01/11-03/31/12

	Job Title	Vacancy Date	Hire Date
1	Weekend News Anchor	2/16/11	4/16/2011
2	Account Executive TV	3/8/11	6/16/2011
3	Reporter	4/7/11	7/29/2011
4	Photographer	4/29/11	6/27/2011
5	Master Control	5/6/11	6/6/2011
6	Internet Sales Manager	5/11/11	6/6/2011
7	Account Executive Radio	6/23/11	1/3/2012
8	Morning Show Host TV	7/6/11	7/8/2011
9	Photographer	7/15/11	8/15/2011
10	Senior Reporter	7/22/11	12/7/2011
11	Production Assistant	8/3/11	9/26/2011
12	On Line Content Web Publisher	8/5/11	9/1/2011
13	Van Driver	8/26/11	9/7/2011
14	Promotions Assistant	9/7/11	10/24/2011
15	Master Control	10/7/11	11/22/2011
16	Interactive Sales Specialist	11/18/11	OPEN
17	Internet Sales Manager	12/9/11	1/6/2012
18	Technical Director	12/15/11	1/9/2012
19	NSM-Midland/Odessa/Lubbock	3/22/12	OPEN
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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	Source				
	Contact	Address	Phone	Fax	
1 Weekend News Anchor	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
	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
	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
Michelle Gonzalez	National Association of Hispanic Journalists	12812 Steeple Chase Drive	512-506-9991	512-506-9000	
2 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
	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	
3 Reporter	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
	Sandra Bueno	NM Workforce Solutions	401 Broadway-TWA, Albuquerque, NM 87102	505-841-8013	841-841-8467
	Craig Bean	Texas Association of Broadcasters	502 E. 11th Street Ste. 200, Austin TX 78701	512-322-9944	512-322-0522
	Jim Buckmaster	Craigslist	San Francisco, CA	415-566-6394	415-566-6301
	Larry Temple	Workintexas.com	101 E. 15th Street, Austin, TX 78777	512-463-0735	512-475-2321
	Laura Beltran	El Paso Community College	9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	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	
4 Photographer	Mike Lozano	TV Jobs.com	P.O. Box 4116, Oceanside, CA 92052	800-374-0119	760-754-8177
	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
	Sandra Bueno	NM Workforce Solutions	401 Broadway-TWA, Albuquerque, NM 87102	505-841-8013	841-841-8467
	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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	Larry Temple	Workintexas.com	101 E. 15th Street, Austin, TX 78777	512-463-0735	512-475-2321
	Laura Beltran	El Paso Community College	9050 Viscount Blvd., El Paso TX	915-831-2636	915-831-2443
	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	
5 Master Control	Transfer from Entravision Denver Colorado-Position was not advertised				
6 Internet Sales Manager	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

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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	Source				
	Contact	Address	Phone	Fax	
	Chad Jackson	NM Department of Labor	226 South Alameda St., Las Cruces, NM 88005	575-524-6250	575-524-6266
	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
	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
7	Account Executive				
	See # 2 above				
8	Morning Show Host - TV	Position was not advertised, hired a previous employee from EXA from which we have a joint sales agreement			
9	Photographer				
	See # 4 above				
10	Senior Reporter				
	See # 3 above				
11	Production Assistant	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
		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
		Laura Beltran	El Paso Community College	9050 Viscount Blvd., El Paso TX	915-831-2636 915-831-2443
12	On Line Content Web Publisher	Nathan Aukerman	Entravision Website	Entravision.com	310-447-3870 760-754-8177
	2 Part time positions	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

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Source That Filled Position

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

Dates: 04/01/11-03/31/12

Job Title	Source That Filled Position
1 Weekend News Anchor	In House Candidate Promotion
2 Account Executive TV	El Paso Times
3 Reporter	Hired Previous Part Time Employee
4 Photographer	El Paso Times
5 Master Control	Transfer from Entravision Denver Co
6 Internet Sales Manager	Career Builder on line
7 Account Executive Radio	Hired previous employee
8 Morning Show Host - TV	Hired previous employee
9 Photographer	In house promotion
10 Senior Reporter	In house promotion
11 Production Assistant	Entravision Website
12 On Line Content Web Publisher	Hired 2 part time interns
13 Van Driver	In house promotion
14 Promotions Assistant	Hired intern
15 Master Control	In house promotion
16 Interactive Sales Specialist	OPEN
17 Internet Sales Manager	elpasohelpwanted.com
18 Technical Director	In house promotion
19 NSM-Midland/Odessa/Lubbock	OPEN
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List and Provide a Brief Description of Prong 3 (Menu Options Implemented) Throughout Year

Station: Stations: KINT-TV, KTFN-TV, KINT-FM, KSVE-AM, KYSE-FM, KOFX-FM AND KHRO-AM
 Dates: 04/01/11-03/31/12

Job Title	Chosen	Description
1		We are members of E.A.R.S. (El Paso Association of Radio Stations). This organization sells airtime at a greatly discounted price to non-profit organizations. With money collected E.A.R.S. gives broadcasting scholarships annually in September to area students.
2		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. The following are the station's interns during this time period: Blanca Murgia-Multimedia Journalism-Utep-News Intern Spring 2011 Yvel Arrunada-Multimedia Journalism-Utep-News Intern Spring 2011/Sum 2012 Arianna Saenz-Electronic Media-Utep-News Intern Summer 2011 Sofia Aguirre-Media Journalism-Utep-Radio Prgm-Intern Summer/Fall 2011 Miriam Ibarra-Media Comm-Utep-Interactive-Intern Summer/Fall 2011 Ana Cecy Varela-Journalism-Utep-Interactive-Intern Summer/Fall 2011/Spr 2012 Abril Lechuga-Electronic Media-Utep-Promotions-Intern Summer 2011 Lourdes Rivera-Electronic Media-Utep-Radio Sales-Intern Summer 2011 Paul Lopez-Electronic Media-TX Tech-Promotions-Intern Summer 2011 Manuel Grado-Broadcast Comm-Utep-Promotions Intern Spring/Summer 2012 Jessica Juarez-Mass Communications-Utep- Spring 2012 Dalinda Garcia-Mass Communications-Utep-Spring 2012 Victoria Perez-Mass Communications-Utep-Spring 2012
3		5/4/2011-Participated in the EPCC Job Fair 2011. This job fair gave us the opportunity to recruit individuals on a full or part time basis. It also provided an excellent opportunity to showcase our organization and to network with other broadcasting related industries. Hiring individuals who were present: Abel Rodriguez-Promotions, Maria Galnares-Production/Promotions, James Valdez-Local TV Sales Mgr, Joe Garcia-Operations Mgr Radio.
4		Sponsored Job Fair July 20, 2011-"Empleo a Su Lado" in conjunction with Upper Rio Grande Workforce Solutions. Mobile employment services from 8am-6pm Mini Job Fair from 2pm-6pm. Representatives on hand to answer questions during 26 a Su Lado from 5pm-7pm. Job fair was done at our station.
5		10/4/2011- Career Connection 2011- Participated in this job fair from 9 am - 7pm opportunity to recruit individuals on a full or part time basis. It also provided an excellent opportunity to showcase our organization and to network with other broadcasting related industries. Hiring individuals who were present: Abel Rodriguez-Promotions, Maria Galnares-Production/Promotions, James Valdez-Local TV Sales Mgr, Joe Garcia-Operations Mgr Radio.
6		2/29/2012-Sponsored a Job Fair in connection with Upper Rio Grande Workforce Mobile employment services from 8am-6pm. Mini Job Fair from 2-6 pm. Representatives on hand to answer questions during 26 a Su Lado from 5-7 pm. Job fair was done at our station. Over 400 people participated in this job fair and

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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, KYSE-FM, KOFX-FM AND KHRO-AM
 Dates: 04/01/11-03/31/12

Job Title	Number of Person(s) Interviewed	From the number of person(s) interviewed, how many were referred by recruitment source?
1 Weekend News Anchor	7	2-in house, 1-Tvjobs.com,3-Entravision.com,1-EP Times
2 Account Executive TV	5	1-EP Times, 2-Career Builder, 2-Walk ins
3 Reporter	4	1-Previous Employee,2-TV Jobs.com, 1 Career Builder
4 Photographer	5	1-EP Times,2-Word of mouth,1-in house, 1-referral
5 Master Control	0	Transfer from Entravision Denver
6 Internet Sales Manager	4	1-referral, 1-ECC Website, 1Career Builder, 1-EP Times
7 Account Executive Radio	3	1-Previous Employee, 1-Walk-in, 1 EP Times
8 Morning Show Host - TV	0	Hired previous employee
9 Photographer	4	1-Walk in, 2-El Paso Times, 1-Current employee
10 Senior Reporter	4	2-El Paso Times, 1 TV Jobs, 1 ECC Website, 1- Current Emp
11 Production Assistant	4	2-ECC Website, 1-UTEP, 1-tvjobs.com
12 On Line Content Web Publisher	5	1-ECC Website, 1-Intern, 1-Intern, 2-UTEP
13 Van Driver	0	In house promotion
14 Promotions Assistant	4	1-Intern,1-UTEP,2-EPCC website
15 Master Control	3	1-website, 1-UTEP, 1-In-house employee
16 Interactive Sales Specialist		OPEN
17 Internet Sales Manager	5	2-website, 1-tvjobs.com,1-elpasohelpwanted.com,1-walkin
18 Technical Director	0	In house promotion
19 NSM-Midland/Odessa/Lubbock		OPEN
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