

**KHRO-AM, KINT-FM, KINT-TV, KOFX-FM, KSVE-AM, KTFN-TV, KYSE-FM****EEO PUBLIC FILE REPORT**

April 1, 2015 - March 31, 2016

**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>
VP Integrated Marketing Solutions	1, 3, 5, 8, 10-11, 14, 16-18, 20, 22, 25-26, 28, 30-31, 36-38, 40, 43, 45-47	47
Multi Media Journalist/Editor	2, 4, 6-7, 9-10, 12-15, 17, 19, 21, 23, 27, 29-31, 33, 35-37, 39, 41-42, 44-46	33
Integrated Marketing Solutions Consultant	2, 4, 6-7, 9-10, 12-15, 17, 19, 21, 23-24, 27, 29-37, 39, 41-42, 44-46	24
Integrated Marketing Solutions Consultant	2, 4, 6-7, 9-10, 12-15, 17, 19, 21, 23-24, 27, 29-37, 39, 41-42, 44-46	32
TV News Producer	2, 4, 6, 9-10, 12, 14, 17, 19, 21, 27, 29-31, 34, 36-37, 39, 41, 44-46	34
Assignment Editor/CG's Weekend	2, 4, 6, 9-10, 12, 14, 17, 19, 21, 23, 27, 29-31, 33, 39, 41-42, 44-46	33

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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	African American Cultural Center PO Box 18043 Albuquerque, New Mexico 87185-8043 Phone : 505-299-7910 Email : lovejil@aol.com Lovie McGee	N	0
3	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	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	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
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
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
8	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
9	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
10	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting	N	0
11	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
12	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
13	El Gato 94.7 Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/elgato94.7?fref=ts">https://www.facebook.com/elgato94.7?fref=ts</a> Ceci Varela Manual Posting	N	0

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14	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
15	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
16	Employee Referral	N	1
17	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
18	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
19	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
20	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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21	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
22	Internet Ad	N	2
23	Jose 93.9 Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/jose939elpaso?fref=ts">https://www.facebook.com/jose939elpaso?fref=ts</a> Ceci Varela Manual Posting	N	0
24	Local Newspaper	N	1
25	Mediarecruiter.com 9457 So. University #303 Highlands Ranch, Colorado 80126 Art Scott Manual Posting	N	0
26	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
27	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
28	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
29	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
30	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
31	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
32	Self Referral	N	2
33	Station Website	N	9
34	Station Website Posting (One or More SEU Stations)	N	6
35	The Fox 92.3 Fm Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/thefox923?fref=ts">https://www.facebook.com/thefox923?fref=ts</a> Ceci Varela Manual Posting	N	0
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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
38	University of New Mexico Comm. & Journalism MSCO3 2240 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-227-1903 Email : <a href="mailto:cjugrads@unm.edu">cjugrads@unm.edu</a> Mary Bibeau	N	0
39	University of New Mexico Comm. & Journalism MSCO3 2240 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-227-1903 Email : <a href="mailto:cjugrads@unm.edu">cjugrads@unm.edu</a> Mary Bibeau	N	0
40	University of New Mexico Office of Career Services MSC06 3710, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-2531 Email : <a href="mailto:jobpost@unm.edu">jobpost@unm.edu</a> Mary Montano	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 : <a href="mailto:jobpost@unm.edu">jobpost@unm.edu</a> Mary Montano	N	0
42	Univision 26 El Paso Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/univision26?fref=ts">https://www.facebook.com/univision26?fref=ts</a> Abel Rodriguez Manual Posting	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
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
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>22</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>
1	4/1/2015	Participation in scholarship programs	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.	3	News Director Program Director Radio Promotions Director
2	7/20/2015	Establishment of training programs for station personnel	Our employees Nancy Morales and Joe Woods attended a IAB Certification Training which was held in Denver, CO. The purpose was to increase overall knowledge base in digital advertising for our sales influences. They received 3rd party validation. They will be able to create certified experts within our organization using the industry accepted IAB certification standards.	2	VP IMS IMSM
3	10/15/2015	Provision of training to management	Received continued training from Alex La Brie to all employees on methods of ensuring equal employment opportunity and how to avoid discrimination. This was an online course with real people in different workplace situations. Employees were given a link to follow and a due date.	85	
4	10/27/2015	Participation in events or programs sponsored by educational institutions	Career Day at John Drugan Elementary. Our employee was present at this event to educate young children about broadcasting opportunities in Radio. He was there to discuss his responsibilities and answer any questions relating to radio broadcasting.	1	Guerrero
5	11/30/2015	Establishment of training programs for station personnel	Alex La Brie from EVC HR announced the launching of a new employee platform which is designed to help employees identify, manage, and track their learning development and career while at Entravision. There are several components to this platform which includes Recruiting, Onboarding, Learning, Performance, Compensation, Succession, and Connecting. This is an online feature where employees create their profile and begin taking their courses.	85	

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	<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>
6	2/9/2016	Participation in events or programs sponsored by educational institutions	Career Day at Santa Teresa High School. Our employee was present at this event to educate young kids about broadcasting opportunities in Radio. He was there to discuss his responsibilities and answer any questions relating to radio broadcasting.	1	Aguilera
7	3/1/2016	Participation in events or programs sponsored by educational institutions	Career Day at East Point Elementary. Our employee was present at this event to educate young children about broadcasting opportunities in Radio. He was there to discuss his responsibilities and answer any questions relating to radio broadcasting.	1	Aguilera