

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

## EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

### 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
News Editor Photog MMJ	1-4, 6-8, 10-11, 13, 19-23, 25, 28, 31-34, 36	8
Receptionist	1-4, 6-8, 10, 12-13, 19-23, 25, 27, 29, 31-34, 36	10
Multi Media Journalist	1-4, 6-7, 10, 12-14, 19-23, 25, 27-28, 31-34, 36	10
IT Support Specialist	1-4, 6-7, 10, 12, 19-23, 25, 31-34, 36	10
TV News Producer	1-4, 6-7, 10, 12-13, 19-23, 25, 27-28, 30-34, 36	10
Integrated Marketing Sales Consultant	1-7, 10-13, 19-23, 25, 27-28, 31-36	10
News Editor Photog	1-4, 6-7, 10, 12, 19-23, 25, 27, 31-34, 36	10
Promotions Van Driver/Remote Coordinator TV/RD	1-4, 6-8, 10, 12, 19-23, 25, 27, 31-34, 36	10
Promotions Van Driver/Remote Coordinator TV/RD	1-4, 6-8, 10, 12, 19-23, 25, 27, 31-34, 36	8
Receptionist	1-4, 6-7, 10, 12, 14, 19-27, 30-34, 36	10
News Editor Photog	1-2, 4, 6-7, 9-10, 12, 15-23, 25, 27, 31-34, 36	10

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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 : lovejll@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	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
4	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting	N	0
5	Despierta El Paso Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/despieretaelpaso26?fref=ts">https://www.facebook.com/despieretaelpaso26?fref=ts</a> Ceci Varela Manual Posting	N	0
6	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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7	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
8	Employee Referral	N	5
9	Entertainment Careers 218 Wilshire Blvd Ste 401 Santa Monica, California 90403 Url : <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a> Job Board Manual Posting	N	0
10	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	48
11	EP Hispanic Chamber of Comm 2401 E. Missouri El Paso, Texas 79903 Phone : 915-566-4066 Url : <a href="http://www.ephcc.org/">http://www.ephcc.org/</a> Joyce Montemayor Manual Posting	N	0
12	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
13	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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Shaun Draught Manual Posting	N	3
15	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
16	kint.com 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="http://www.kint.com/">http://www.kint.com/</a> Ceci Varela Manual Posting	N	0
17	Las Cruces Sun News 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : <a href="http://www.lcsun-news.com/">http://www.lcsun-news.com/</a> Regina Gines Manual Posting	N	0
18	Mediarecruiter.com 9457 So. University #303 Highlands Ranch, Colorado 80126 Art Scott Manual Posting	N	0
19	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

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20	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
21	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
22	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
23	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
24	Southern California Broadcaster Association 5670 Wilshire Blvd Suite 200 Los Angeles, California 90036 Phone : 323-930-5597 George Lancer Manual Posting	N	0
25	Star Reynolds Home 8023 San Jose El Paso, Texas 79915 Phone : 915-929-9055 Url : reynoldshome.org First Last 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
26	Topjobs.com 300 N. Campbell El Paso, Texas 79902 Phone : 915-546-6210 Url : <a href="http://www.topjobs.com/">http://www.topjobs.com/</a> Regina Gines Manual Posting	N	0
27	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
28	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
29	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
30	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
31	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 : <a href="mailto:elcentro@unm.edu">elcentro@unm.edu</a> Veronica Mendez-Cruz	N	0

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32	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
33	Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting	N	0
34	Women's Border Business 2401 East Missouri El Paso, Texas 79903 Phone : 915-566-4066 Url : <a href="http://womenbordercenter.com">womenbordercenter.com</a> M Aldeis Manual Posting	Y	0
35	Word of Mouth Referral	N	3
36	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>59</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	4/24/2019	Participation in Job Fairs	Participation in job fair on April 24th. These applicants are drawn from the military, colleges, universities and those seeking to improve their career options.	2	Accounting SVP
2	5/1/2019	Participation in Job Fairs	Participated in the El Paso Community College Career Fair. It was open to the public and students attending the college. We were there representing Entravision Communications, conducted interviews to individuals interested in the broadcasting media and communications industry.	2	Accounting Promotions Dir
3	7/12/2019	Provision of training to management	Online training course "Workplace Harassment for Employees" to further educate employees regarding methods of ensuring equal employment opportunities and preventing discrimination and harassment.	1	Accounting
4	9/11/2019	Participation in Job Fairs	Participated in the Workforce Solutions of Texas job fair. It was open to the public and to the area high schools (7) in the Eastlake community in El Paso. We were present representing the El Paso, Lubbock, and Midland markets allowing us to present our job vacancies to everyone who attended. Spoke with many students regarding the career opportunities in broadcasting and media.	2	Accounting Promotions
5	9/20/2019	Participation in Job Fairs	We were invited to attend the UTEP Career Expo. Our representatives were there to speak with students and candidates regarding our available vacancies and opportunities available in broadcasting and media. We were there to represent El Paso, Midland, and Lubbock.	2	Accounting News Director
6	9/25/2019	Participation in Job Fairs	Our station representative in our Lubbock, Texas location was invited to participate in the Texas Tech University Career Fair. Our employment opportunities for El Paso were displayed for the students and the public.	2	Business Manager SVP



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7	10/9/2019	Participation in Job Fairs	Our station representative in our Lubbock, Texas location was invited to participate in the South Plains Job Fair. Our employment opportunities for El Paso were displayed for the public.	2	SVP Business Manager
8	10/10/2019	Participation in Job Fairs	Our station representative in our Midland Texas location was invited to participate in the Midland Fall Job Fair. Our employment opportunities for El Paso were displayed for the students and for the public.	4	SVP IMSC IMSC Alvarado
9	11/7/2019	Participation in Job Fairs	Our station representative in our Lubbock Texas location participated in the Workforce Solutions hiring event Red, White, and You. This job fair was for everyone specifically for veterans. Our employment opportunities for Midland and El Paso were displayed.	2	SVP Accounting
10	11/18/2019	Provision of training to management	Conference call participation regarding FCC Compliance regarding EEO Compliance Reporting. This training is held annually for management per Alex LaBrie, Director of HR to ensure station management is trained regarding this initiative for this reporting.	2	SBOM Accounting
11	2/6/2020	Participation in Job Fairs	Our station representative in our Lubbock Texas location participated in the Lubbock Chamber of Commerce Business Expo. Employment opportunities for Midland and El Paso were displayed for students and the general public.	2	SVP Accounting