

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

## EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

### 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 Photographer	1-3, 5-7, 9-10, 12-18, 20-21, 23-27	7
Multi Media Journalist Reporter	1-3, 5, 7-10, 12-16, 18, 20-21, 23-27	7
Promotions Coordinator TV & Radio	1-3, 5, 7, 9-10, 12-16, 18-21, 23-27	7
Promotions Coordinator TV & Radio	1-3, 5, 7, 9-10, 12-16, 18-21, 23-27	7
Assignment Editor-Weekend	1-5, 7-8, 10-16, 18, 20-21, 23-27	7
Traffic Assistant	1-5, 7, 9-10, 12-16, 18, 20-21, 23-27	7
TV News Producer	1-5, 7, 9, 12-15, 19-21, 23-25, 27	7
TV News Weather Anchor	1-5, 7, 9-10, 12-18, 20-27	7

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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	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting	N	0
4	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
5	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
6	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

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7	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	25
8	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
9	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
10	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
11	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Shaun Draught Manual Posting	N	0
12	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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<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>
13	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
14	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
15	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
16	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
17	Southern California Broadcaster Association 5670 Wilshire Blvd Suite 200 Los Angeles, California 90036 Phone : 323-930-5597 George Lancer Manual Posting	N	0
18	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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19	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
20	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
21	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
22	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
23	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
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting	N	0
26	Women's Border Business 2401 East Missouri El Paso, Texas 79903 Phone : 915-566-4066 Url : womenbordercenter.com M Aldeis Manual Posting	Y	0
27	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			25

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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	8/3/2018	Establishment of an intern program designed to assist members of the community	Internship program April 2018 - March 2019. Uriel Posada News Director utilizes these interns so they can have the potential for advancement once they graduate from the university.	1	News Director
2	11/14/2018	Provision of training to management	FCC EEO training to management	1	SBOM
3	2/7/2019	Participation in Job Fairs	We were invited to attend the Utep Business Job Fair. Our representatives were there to speak to students and candidates regarding our open positions and the opportunities available in the broadcasting field.	3	Promo Director Promo Assistant Promo Assistant
4	3/6/2019	Participation in Job Fairs	Participated in the Texas Tech University Career Center Job Fair in Lubbock. Our open positions were listed along with open position available in the Lubbock area.2	2	Promo director SVP
5	3/8/2019	Participation in events sponsored by community groups	Career Day at John Drugan School. Mike Preston, our radio on air personality/program director spoke with students about the Broadcasting Industry	1	On air personality/Program Dir