

**KCWT, KFRQ, KFXV, KKPS, KMBH-LD, KNVO-TV, KNVO-FM, KTFV, KVLV,
KXFX-CD**

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
Integrated Marketing Solutions Consultant (3295)	1-2, 4, 6-7, 16-26	6
News Anchor (3510)	1-2, 4, 6-12, 14-26	4
Producer/Anchor (3512)	1-2, 4, 6-12, 14-26	7
News Editor (3513)	1-2, 4, 6-12, 14-26	7
Administrative Assistant/Sales Coordinator (3515)	1, 4, 6-12, 14-26	6
Integrated Marketing Solutions Consultant (3522)	1-2, 4, 6-12, 14-26	6
Multi Media Journalist (3543)	1-2, 4, 6-12, 14-27	23
Cyber Security Analyst (3550)	4, 6-10, 12, 14-16, 19, 22, 26	4
Content Editor (3658)	1-2, 4, 6-7, 13, 15-26	6
News Editor (3756)	1, 4, 6-7, 15-26	4
Weather Anchor (3889)	1-2, 4, 6-12, 14-27	6
News Anchor (3884)	1-2, 4, 6-12, 14-27	6
Technical Director (3904)	1-2, 4, 6-12, 14-27	6
Photographer-Editor (3905)	1-2, 4, 6-12, 14-27	7
Digital Reporter (3902)	1-2, 4, 6-12, 14-27	4
Technical Director (3894)	1-2, 4, 6-12, 14-27	4
News Producer (3903)	1-2, 4, 6-12, 14-27	15
Master Control Operator (3949)	1-2, 4, 7-12, 14-27	23
News Anchor (3956)	1-2, 4, 6-12, 14-27	4
Photographer / Editor (3955)	1-2, 4, 6-12, 14-27	7
News Editor (3954)	1, 4, 6-12, 14-15, 17, 23-27	6
Photographer / Editor (3967)	1-2, 4-12, 14-27	5
Multi Media Journalist (3975)	1-4, 6-12, 14-27	4
Multi Media Journalist (3977)	1-2, 4, 7-12, 14-27	4
Network Engineer (4057)	1-2, 4, 6-12, 14-27	6
Creative Services / Copywriter (4066)	1-2, 4, 7-12, 14-27	4

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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
1	Arise 1417 S. Tower Rd. PO Box 778 Alamo, Texas 78516 Phone : 956-783-6959 Ramona Casas Manual Posting	N	0
2	Baylor University 1410 S. 4th Street Waco, Texas 76798-7036 Career Services Manual Posting	N	0
3	Career Fair	N	1
4	Entravision 2425 Olympic Blvd. Ste 60000W Santa Monica, California 90404 Phone : 310-447-3810 Url : http://www.entravision.com IT Support Speicalist Manual Posting	N	22
5	Former Intern	N	1
6	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : www.entravision.com Elizabeth Kidd Manual Posting	N	30
7	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : www.indeed.com Job Boards Manual Posting	N	20

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8	KCWT-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.yourcwriograndevalley.com Anabell Ramos Manual Posting	N	0
9	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.q945therock.com Anabell Ramos Manual Posting	N	0
10	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.foxrio2.com Anabell Ramos Manual Posting	N	0
11	KKPS-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.995lanueva.com Anabell Ramos Manual Posting	N	0
12	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Anabell Ramos Manual Posting	N	3

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13	KTFV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Anabell Ramos Manual Posting	N	0
14	KVLY-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mix1079.net Anabell Ramos Manual Posting	N	0
15	LinkedIn 1000 W Maude Sunnyvale, California 94085 Url : www.linkedin.com Job Boards Manual Posting	N	12
16	LULAC - hirelatinos.org 1133 19th St NW Washington, District of Columbia 20036 Url : http://hirelatinos.org/my-listings/job/self-report self report self report Manual Posting	N	0
17	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0
18	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : http://www.collegecentral.com/southtexascollege/ Career Services Manual Posting	N	0

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19	TAB 502 East 11th St. Suiet 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Board Manual Posting	N	0
20	Texas A&M 209 Koldus 1233 TAMU College Station, Texas Phone : 979-845-5139 Url : http://careercenter.tamu.edu/ Career Services Manual Posting	N	0
21	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
22	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : http://www.workintexas.com Job Board Manual Posting	N	0
23	UTRGV 1201 W University Dr Edinburg, Texas 78539 Phone : 956-381-2243 Url : http://portal.utpa.edu/utpa_main/dsa_home/career_h Career Services Manual Posting	N	6

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24	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
25	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
26	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
27	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Job Boards Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/14/2023	Participation in Job Fairs	Employ Edinburg Job Fair Edinburg, TX	2	SBOM Production Manager
2	10/6/2023	Participation in Job Fairs	UTRGV Career Expo Edinburg, TX	2	SBOM Production Manager
3	10/25/2023	Participation in Job Fairs	Texas A&M International University Career Fair Laredo, TX	2	SBOM BOM
4	11/9/2023	Participation in Job Fairs	Hiring Red, White & You Job Fair McAllen, TX	2	SBOM Production Manager
5	11/22/2023	Establishment of an intern program designed to assist members of the community	Internship program in the Production Dept to prepare students for a variety of careers related to communications, broadcasting, and digital content. Students have the opportunity to learn and further their understanding of practical skills. Summer and Fall Semester 2023 6/5/23-7/18/23 9/5/23-11/22/23	1	Production Manager
6	2/21/2024	Participation in Job Fairs	Texas A&M CC Career & Internship Expo Corpus Christi, TX	2	SBOM BOM
7	3/1/2024	Participation in Job Fairs	UTRGV Career & Internship Expo Edinburg, TX	2	SBOM Production Manager
8	3/20/2024	Participation in Job Fairs	Del Mar College Career Fair Corpus Christi, TX	2	SBOM BOM
9	3/27/2024	Participation in Job Fairs	Texas A&M International University Career Fair Laredo, TX	2	SBOM BOM