

KCWT, KFRQ, KFXV, KKPS, KNVO, KNVO, KTFV, KVLV, KXFX

EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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	1-2, 6, 8, 12, 15-30, 32-33, 36, 38-43, 45-46, 48-50	6
SVP IMS	1, 6, 8, 12, 17-20, 25-26, 29-32, 35, 38- 41, 43, 46	8
Sales Assistant	1, 5-6, 8, 10-12, 14, 17-20, 25-26, 29- 30, 32, 34, 38-41, 43-46	25
Sales Assistant	1, 5-6, 8, 10-12, 14, 17-20, 25-26, 29- 30, 32, 34, 38-41, 43-46	5
Vice President, Integrated Marketing Solutions	1, 6, 8, 12, 17-20, 25-26, 29-30, 32, 38- 41, 43, 45-46	6
Sales Assistant	1, 5-6, 8, 10-12, 14, 17-20, 25-26, 29- 30, 32, 34, 38-41, 43-46	5
Multi Media Journalist	1, 6-8, 11-12, 17-20, 25-26, 29-30, 32, 38-41, 43-46	8
Multi Media Journalist	1, 6-8, 11-12, 17-20, 25-26, 29-30, 32, 38-41, 43-46	8
Multi Media Journalist	1, 6-8, 11-12, 17-20, 25-26, 29-30, 32, 38-41, 43-46	11
Integrated Marketing Solutions Consultant	1, 6, 8, 12, 17-20, 25-26, 29-30, 32, 38- 41, 43, 45-46	6
Integrated Marketing Solutions Consultant	1, 6, 8, 12, 17-20, 25-26, 29-30, 32, 38- 41, 43, 45-46	19
Technical Director / Audio Operator	1, 6, 8, 12, 17-20, 25-26, 29-30, 32, 37- 41, 43-46	37
Integrated Marketing Solutions Consultant	1, 5, 8, 12, 17-20, 25-26, 29-30, 32, 38- 41, 43, 45-46	5
Integrated Marketing Solutions Consultant	1, 5, 8, 12, 17-20, 25-26, 29-30, 32, 38- 41, 43, 45-46	8
Janitor / Maintenance	1, 6, 8, 12, 18-20, 25, 29-30, 32, 38, 41, 43, 45-46	41
News-Web Producer / Assignments Editor	1, 4, 8, 12, 14, 17-20, 25-26, 29-30, 32, 38-41, 43-46	4
News Producer / Assignments Editor	1, 8, 12, 17-20, 25-26, 29-30, 32, 38- 41, 43-46	8
Interactive Content Publisher	1, 3, 5-6, 8, 12, 17-20, 25-26, 29-30, 32, 38-41, 43, 45-46	5
Master Control Operator	1, 3, 8-9, 12-13, 17-20, 25-26, 29-30, 32, 38-41, 43, 45-47	13
Receptionist	1, 6, 8, 12-14, 17-20, 25-26, 29-30, 32, 34, 38-41, 43-46	13
Technical Director / Audio Operator	1, 6, 8, 12-13, 18, 20, 25-26, 30, 32, 38- 41, 43-46	6

KCWT, KFRQ, KFXV, KKPS, KNVO, KNVO, KTFV, KVLV, KXFX**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1, 5-6, 8, 12, 17-20, 25-26, 29-30, 32, 38-41, 43, 45-46	5
Master Control Operator	1, 5-6, 8, 12, 17-20, 25-26, 29-30, 32, 38-41, 43, 45-46	5

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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	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.craigslist.com Job Boards Manual Posting	N	0
3	Current Employee	N	2
4	Current Employee - Transfer/Promotion	N	1
5	Current Employee/Internal Promotion	N	6
6	Employee Referral	N	19
7	Employment Agency	N	1
8	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	33
9	Former Employee	N	1
10	Former Employee Referral	N	1
11	Former Intern	N	2
12	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : www.entravisin.com Norma Juarez Manual Posting	N	0
13	Indeed.com	N	8
14	Job Fair	N	4

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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
15	KCWT-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.yourcwriograndevalley.com Anabell Ramos Manual Posting	N	0
16	KCWT-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/mycw21?ref=hl Manuel Chavez Manual Posting	N	0
17	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.q945therock.com Anabell Ramos Manual Posting	N	0
18	KFRQ-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/q945rocks?ref=hl Manuel Chavez Manual Posting	N	0
19	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.foxrio2.com Anabell Ramos Manual Posting	N	2
20	KFXV-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/foxrio2?ref=hl Manuel Chavez Manual Posting	N	0

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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
21	KKPS-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.995lanueva.com Anabell Ramos Manual Posting	N	0
22	KKPS-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : https://www.facebook.com/995lanueva?ref=hl Manuel Chavez Manual Posting	N	0
23	KNVO-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.jose1011.com Anabell Ramos Manual Posting	N	0
24	KNVO-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : https://www.facebook.com/radiojose1011?ref=hl Manuel Chavez Manual Posting	N	0
25	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Anabell Ramos Manual Posting	N	20
26	KNVO-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/knvotv48?ref=hl Manuel Chavez Manual Posting	N	0

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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
27	KTFV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Anabell Ramos Manual Posting	N	0
28	KTFV-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/pages/unim%20a1s-20/27922 Manuel Chavez Manual Posting	N	0
29	KVLV-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mix1079.net Anabell Ramos Manual Posting	N	1
30	KVLV-FM (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : https://www.facebook.com/1079mixfm?ref=hl Manuel Chavez Manual Posting	N	0
31	Linked In	N	2
32	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0
33	Mission Chamber of Commerce 202 W. Tom Landry Mission, Texas 78572 Phone : 956-585-2727 Url : http://www.missionchamber.com Job Board Manual Posting	N	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
34	Non-Employee Referral	N	2
35	Other Source	N	1
36	Previous Applicant	N	1
37	Re-hire	N	1
38	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : http://www.collegecentral.com/southtexascollege/ Career Services Manual Posting	N	0
39	TAB 502 East 11th St. Suiet 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Board Manual Posting	N	3
40	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
41	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : http://www.workintexas.com Job Board Manual Posting	N	8
42	UTB 80 Fort Brown St. Brownsville, Texas 78520 Phone : 956-882-3879 Url : http://www.utb.edu/sa/careerservices/pages/default Career Services Manual Posting	N	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
43	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	0
44	Walk In	N	13
45	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
46	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0
47	Word of Mouth Referral	N	1
48	XRIO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.mundofoxvalle.com Anabel Ramos Manual Posting	N	0
49	XRIO-TV (FB) 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.facebook.com/pages/mundo-fox-valle/4507 Manuel Chavez Manual Posting	N	0

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April 1, 2016 - March 31, 2017

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
50	YOU TUBE 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : http://www.knvotv48.com Thomas Ferrer Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			133

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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	5/18/2016	Participation in Job Fairs	Workforce Solutions 2016 Youth Career Expo "The Workforce Awakens" McAllen Convention Center, McAllen Texas	2	HR Sr. Business Operations Manager
2	5/31/2016	Establishment of an intern program designed to assist members of the community	Internship programs 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 through the creation of an assortment of media projects. Through speakers, lectures and personal interviews, students have numerous opportunities to meet with leading practitioners and representatives of major firms in the fields of print and broadcast journalism, production, advertising, public relations, photography, graphic design, events management, social media or political communications. Spring Semester: Emma Soto 150 hrs (Production) Jessica Doria 300 hrs (Production) Brenda Vaca 150 hrs (Production) Juan Reyes 150 hrs (Production/News)	3	News Director Production Manager Production Assistant
3	6/28/2016	Participation in Job Fairs	RGV Job Fair American Pride: Hiring Heroes and More Boggus Ford Events Center Pharr, TX	2	Hr Sr. Business Operations Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	6/30/2016	Establishment of an intern program designed to assist members of the community	<p>Internship programs 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 through the creation of an assortment of media projects. Through speakers, lectures and personal interviews, students have numerous opportunities to meet with leading practitioners and representatives of major firms in the fields of print and broadcast journalism, production, advertising, public relations, photography, graphic design, events management, social media or political communications.</p> <p>Summer Semester: Beverly James 135 hrs (Production) Adriana Perez 104 hrs (Production)</p>	2	Production Manager ProductionAssistant
5	7/31/2016	Establishment of training programs for station personnel	Interactive Content Publisher (Verenice Cavazos) participating in an in-house training program with our Local Sales Coordinator (Ana Cepeda) to improve and learn new skills to qualify her for potential promotions.	4	SVPIMS VP IMS Sr. Business Operations Manager Local Sales Coordinator
6	7/31/2016	Establishment of training programs for station personnel	Receptionist (Isabel Peña) participating in an in-house training program with our Sales Coordinator (Rosie Perez) to improve and learn new skills to qualify her for potential promotions.	4	SVP IMS VP IMS Sr. Business Operations Manager Sales Coordinator
7	11/10/2016	Co Sponsoring Job Fair	Operation Workforce - Career Expo Hiring Red , White & You McAllen Convention Center McAllen, TX	2	HR Sr. Business Operations Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	11/30/2016	Establishment of an intern program designed to assist members of the community	<p>Internship programs 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 through the creation of an assortment of media projects. Through speakers, lectures and personal interviews, students have numerous opportunities to meet with leading practitioners and representatives of major firms in the fields of print and broadcast journalism, production, advertising, public relations, photography, graphic design, events management, social media or political communication.</p> <p>Fall Semester: Jesus Esparza 150 hrs (News) Steve Hernandez 154 hrs (Programming) Maria Wong 161 hrs (Production) Jennifer Gutierrez 304 hrs (Production) Hismena Garcia 300 hrs (News) Isaac PARRALES 72 hrs (Interactive)</p>	4	News Director Production Manager Program Director Regional Interactive Marketing Solutions Manager
9	3/2/2017	Provision of training to management	Provision of Training on EEO (Broadcast1) March 2017	2	Sr. Business Operations Manager HR
10	3/9/2017	Establishment of training programs for station personnel	Entravision Employee Engagement Platform (Entravision University) Course set for employees to engage, embrace and empower the strategic vision and creative innovation of our company.	20	