

KTFQ-TV, KRZY-FM, KRZY-AM
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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 |
|---|--|-------------------------------|
| Multimedia Journalist Open Date: 10/18/2021 Hire Date: 11/1/2021 | 1-3, 5-7, 9-13, 15-29 | 17 |
| Multimedia Journalist Open Date: 11/3/2021 Hire Date: 1/3/2022 | 1-3, 5-7, 9-12, 15-16, 18-29 | 11 |
| Multimedia Journalist Open Date: 12/23/2021 Hire Date: 3/10/2022 | 1-3, 5-7, 10, 12, 15-16, 20, 23-26, 28-29 | 12 |
| Multimedia Journalist Open Date: 2/11/2022 Hire Date: 4/1/2022 | 1-12, 15-17, 19-26, 28-29 | 11 |
| Creative Services Manager Open Date: 2/25/2022 Hire Date: 4/18/2022 | 1-12, 14-15, 20-29 | 14 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 1 | African American Cultural Association PO Box 18043 Albuquerque, New Mexico 87185 Phone : (505) 299-7910 Email : lovejll@aol.com Lovie McGee | N | 0 |
| 2 | Career Services at Western New Mexico University 1000 W. College St Silver City, New Mexico 88062 Phone : (505) 538-6336 Email : careerservices@wnmu.edu Career Services | N | 0 |
| 3 | Careerpage.org Online only Albuquerque, New Mexico Suzan Strong Manual Posting | N | 1 |
| 4 | CNM Job Connection Services 525 Buena Vista Dr. SE Albuquerque, New Mexico 87106 Phone : (505) 224-3077 Url : http://www.cnm.edu/depts/advisement/job-connection Rhonda Ross Manual Posting | N | 0 |
| 5 | Colorado Media School 404 S Upham St Lakewood, Colorado 80226 Phone : (303) 937-7070 Email : tcuff@beonair.com Terry Cuff | N | 0 |
| 6 | Communication & Journalism, Univ. of New Mexico MSC03 2240, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos | N | 0 |
| 7 | Dept of Communication and Journalism UNM Redono Dr NE Albuquerque, New Mexico 87106 Phone : (505) 277-2819 Email : adang25@unm.edu Adan Garcia | N | 0 |

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|------------------|---|--|---|
| 8 | Eastern New Mexico University 1200 W University Portales, New Mexico 88130 Phone : (575) 562-1011 Email : margaret.kirby@enmu.edu Margaret Kirby | N | 0 |
| 9 | Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Phone : (800) 367-3668 Url : https://app.joinhandshake.com/login Job Bank Manual Posting | N | 0 |
| 10 | Eastern New Mexico University - KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : (505) 562-2112 Email : sean.moore@enmu.edu Sean Moore | N | 0 |
| 11 | Employee Referral | N | 7 |
| 12 | Entravision 2425 Olympic Blvd Santa Monica, California 90404 Phone : 310-264-2355 Url : http://www.entravision.com/employment Interactive Department Manual Posting | N | 4 |
| 13 | Facebook post | N | 1 |
| 14 | Former Employee Referral | N | 1 |
| 15 | Glassdoor.com Online only Online only, New Mexico Online Only Manual Posting | N | 0 |
| 16 | Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : (650) 282-8031 Url : indeed.com Ali Pascal Manual Posting | N | 1 |

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|------------------|---|--|---|
| 17 | Linked In | N | 4 |
| 18 | LULAC National Educational Service Centers Inc 2000 L Street NW Ste 610 Washington, District of Columbia 20036 Phone : (202) 835-9646 Email : jmoya@lnesc.org J Moya | N | 0 |
| 19 | Medialine PO Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 20 | New Mexico Broadcaster's Association 2333 Wisconsin St., NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://www.nmba.org Email : suzanstrong@nmba.org Suzan Strong | N | 0 |
| 21 | New Mexico Highlands University 1005 Diamond St Las Vegas, New Mexico 87701 Phone : (877) 850-9064 Url : https://app.joinhandshake.com/login Job Bank Manual Posting | N | 0 |
| 22 | New Mexico Institute of Mining and Technology 801 Leroy Pl Socorro, New Mexico 87801 Phone : (575) 835-5434 Url : https://app.joinhandshake.com/login Job Bank Manual Posting | N | 0 |
| 23 | New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : (575) 646-0111 Url : https://app.joinhandshake.com/login Job Bank Manual Posting | N | 1 |

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|--|--|--|---|
| 24 | New Mexico Workforce Connection 501 Mountain Rd NE Albuquerque, New Mexico 87102 Phone : 505-843-1932 Url : http://www.jobs.state.nm.us/vosnet/default.aspx Email : StewartS.Shatz@state.nm.us Stewart Shatz | N | 0 |
| 25 | TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway | N | 0 |
| 26 | University of New Mexico C-J Building #235W Albuquerque, New Mexico 87131 Phone : (505) 277-9556 Email : schaefer@unm.edu Richard Schaefer | N | 0 |
| 27 | University of New Mexico 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : (505) 277-2531 Url : https://app.joinhandshake.com/login Job Bank Manual Posting | N | 0 |
| 28 | UNM El Centro de la Raza Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, New Mexico Phone : (505) 277-5020 Email : elcentro@unm.edu Veronica Mendez-Cruz | N | 0 |
| 29 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 20 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|---|---------------|--|--|-------------------------------------|-----------------------------|---------------|
| 1 | Ongoing Event | Establishment of a mentoring program | The Women of Entravision initiative aims to promote female leadership at the company and stimulate new advancements that will promote a safer work environment, a better community, better pathways to leadership, and greater wellbeing across all of Entravision offices worldwide. | 30 | | 1.00 |
| 2 | 8/16/2021 | Participation in Job Fairs | New Mexico Broadcaster's Association Virtual Job Fair ran from 8/16/21-8/20/21. Used as additional recruitment efforts for the following position: AE/IMSC | 1 | SVP IMSC | 0.25 |
| 3 | 10/15/2021 | Provision of training to management | All station staff, including management, participated in an online EEO Unlawful Harassment Prevention course. This program is designed to train employees on how to recognize, handle and prevent different types of harassment and discrimination. A test was given at the end of each section to ensure that the employee was understanding the information. Employees received a certificate upon successful completion of the course. | 11 | | 1.00 |
| 4 | 11/8/2021 | Participation in Job Fairs | New Mexico Broadcaster's Association Virtual Job Fair ran from 11/8/21-11/12/21. Used as additional recruitment efforts for the following position: Multimedia Journalist | 1 | SVP IMS | 0.25 |
| 5 | 12/22/2021 | Provision of training to management | Business Operations Managers attended a webinar regarding the laws and regulations governing political advertising set forth by the Federal Communications Commission (FCC) and the Federal Election Commission (FEC), as well as any state election laws. This compliance training provided the information, resources and standard operating procedures necessary to ensure that the station remains in compliance with the FCC's political file record-keeping obligations. | 1 | Business Operations Manager | 1.00 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|--|---------------|--|---|---|--------------------------|---------------|
| 6 | 2/14/2022 | Participation in Job Fairs | New Mexico Broadcaster's Association Virtual Job Fair ran from 2/14/22-2/18/22. Used as additional recruitment efforts for the following positions: AE/IMSC Multimedia Journalist | 1 | SVP IMS | 0.25 |
| 7 | Ongoing Event | Establishment of a mentoring program | Entravision's global Mentorship Program aims to help mentees gain more confidence and training as well as to identify, grow and inspire future leaders in the company. | 2 | | 1.00 |
| 8 | 5/9/2022 | Participation in Job Fairs | New Mexico Broadcaster's Association Virtual Job Fair ran from 5/9/22-5/13/22. Used as additional recruitment efforts for the following positions: AE/IMSC Multimedia Journalist | 1 | SVP IMSC | 0.25 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 5.00 |