

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

## EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

### 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
Radio Production Assistant	1, 3, 8, 10-13, 16, 25-31, 34-37, 39	13
Technical Director	1, 3, 6, 8, 10-11, 13, 16, 25-27, 29-32, 34-39	38
Content & Engagement Specialist	1, 3, 8, 10-11, 13, 16, 22-23, 25-27, 29- 32, 34-39	38
Multi Media Journalist	1, 3, 8, 10-14, 16-20, 25-27, 29-32, 34- 39	38
Multi Media Journalist/TV News Anchor	1, 3, 7-11, 13, 16, 18, 21, 25-27, 29, 31- 32, 34-37, 39	21
TV Multi-Media Journalist	1-6, 8, 10-27, 29-37, 39	12

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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	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	AM/Fmjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.amfmjobs.com/postjobs/">http://www.amfmjobs.com/postjobs/</a> Mike Lozano Manual Posting	N	0
3	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4920 Url : <a href="http://www.artinstitutes.edu/denver/career-service">http://www.artinstitutes.edu/denver/career-service</a> Neville Harson Manual Posting	N	0
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
6	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : <a href="http://www.concordia.edu">www.concordia.edu</a> Email : Randa.Scott@concordia.edu Randa Scott	N	0
7	Current Employee	N	1

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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
8	David Carrasco Job Corps Ctr. 11155 Gateway W El Paso, Texas 79925 Phone : 915-594-0022 Elena Molinar Manual Posting	N	0
9	E-mail Inquiry	N	1
10	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
11	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> Email : darroy12@epcc.edu Laura Beltran	N	0
12	Employee Referral	N	3
13	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	15
14	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
15	Facebook post	N	1
16	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	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>
17	KINT FM 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> Miriam Ibarra Manual Posting	N	0
18	KINT TV Univision 26 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> Miriam Ibarra Manual Posting	N	5
19	KOFX FM 92.3 Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/thefox923?fref=ts">https://www.facebook.com/thefox923?fref=ts</a> Miriam Ibarra Manual Posting	N	0
20	KYSE FM 94.7 Tricolor Facebook 5426 N. Mesa El Paso, Texas 79912 Phone : 915-581-1126 Url : <a href="https://www.facebook.com/elgato94.7?fref=ts">https://www.facebook.com/elgato94.7?fref=ts</a> Miriam Ibarra Manual Posting	N	0
21	Linked In	N	2
22	Mediarecruiter.com 9457 So. University #303 Highlands Ranch, Colorado 80126 Art Scott Manual Posting	N	0
23	National Image P.O. Box 12006 Denver, Colorado 80201 Phone : 303-412-7880 Url : <a href="http://www.imagededenver.org/home.php">http://www.imagededenver.org/home.php</a> Joe Davalos Manual Posting	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>
24	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
25	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
26	NM Dept Of Labor 226 S. Alameda St. Las Cruces, New Mexico 88005 Phone : 575-524-6250 Richard Wagner Manual Posting	N	0
27	NMSU Journalism Dept P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1034 Nancy Wilson Manual Posting	N	0
28	Non-Employee Referral	N	1
29	Opportunity Center of El Paso 1208 Myrtle Ave El Paso, Texas 79901 Phone : 915-342-2426 Url : opportunitycenter.org Email : alazcano@ocelpaso.org Aracely Lazcano	Y	0
30	Southern California Broadcaster Association 5670 Wilshire Blvd Suite 200 Los Angeles, California 90036 Phone : 323-930-5597 George Lancer Manual Posting	N	0

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31	Star Reynolds Home 8023 San Jose El Paso, Texas 79915 Phone : 915-929-9055 Url : reynoldshome.org Email : star.reynoldshome@gmail.com Starlynn Ortiz	Y	0
32	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
33	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
34	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 : elcentro@unm.edu Veronica Mendez-Cruz	N	0
35	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
36	Utep Journalism Dept 500 W. University El Paso, Texas 79968 Phone : 915-747-6287 Pat Witherspoon Manual Posting	N	0



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37	Women's Border Business 2401 East Missouri El Paso, Texas 79903 Phone : 915-566-4066 Url : womenbordercenter.com Email : pespinoza@ephcc.org Patrick Espinoza	Y	0
38	Word of Mouth Referral	N	6
39	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>35</b>

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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	4/7/2021	Participation in Job Fairs	Virtual Non-Profit Job Fair-Spring 2021 04072021	1	SVP
2	4/21/2021	Participation in Job Fairs	April 21, 2021 Workforce Solutions Virtual Job Fair	1	SVP
3	5/5/2021	Provision of training to management	Conference call participation regarding FCC Compliance regarding EEO Compliance Reporting. This training is held annually to ensure station personnel learn about the importance of the reporting procedures.	1	Senior Operations Manager
4	5/21/2021	Provision of training to management	90 minute tutorial . Overview of outreach organizations (Prong 1 and Prong 2) Managing recruiting source details, including Prong 2 status Creating job vacancy notices and notifying to select sources Collection and storage of proof documents for external postings Recording interview details for accurate referral identification Tracking Prong 3 (Initiative) points Running EEO reports Conducting and recording Self Audits	1	Senior Operations Manager
5	6/23/2021	Participation in Job Fairs	June 23, 2021 Workforce Solutions Virtual Job Fair South Plains	2	SVP Sales Assistant
6	7/20/2021	Participation in Job Fairs	July 20, 2021 Workforce Solutions Virtual Job Fair South Plains	2	SVP Sales Assistant
7	8/24/2021	Participation in Job Fairs	August 24, 2021 Workforce Solutions Virtual Job Fair South Plains	2	SVP Sales Assistant
8	9/28/2021	Participation in Job Fairs	September 28, 2021 Workforce Solutions Virtual Job Fair South Plains	2	SVP Sales Assistant
9	10/18/2021	Participation in Job Fairs	October 18th, 2021 Texas Tech University Career Center Job Fair.	1	Admin Assistant
10	10/26/2021	Participation in Job Fairs	October 26th, 2021 Workforce Solutions South plains	2	SVP Sales Assistant
11	11/4/2021	Participation in Job Fairs	November 4th, 2021 Workforce Solutions South plains	2	SVP Sales Assistant
12	12/14/2021	Participation in Job Fairs	December 14th, 2021 Workforce Solutions South plains	2	SVP Sales Assistant



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	<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>
13	Ongoing Event	Establishment of an intern program designed to assist members of the community	The purpose of this Internship is for you to learn about the Entravision's business and to gain valuable insight and experience. This Internship is contingent upon Entravision's receipt of proper documentation confirming that you are a student from an accredited university or college and that you are receiving scholarly credit for this Internship.	1	News Director
14	1/25/2022	Participation in Job Fairs	January 25th, 2022 Workforce Solutions South plains	2	SVP Sales Assistant
15	2/22/2022	Participation in Job Fairs	February 22nd, 2022 Workforce Solutions South plains	2	SVP Sales Assistant