

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

## 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
Engineer Assistant (2279)	1-3, 6, 8, 10-12, 14, 16, 19-20, 22-26, 28-31	2
Sports Anchor (2370)	1, 3, 6, 10-12, 14, 16, 18-20, 23-24, 26, 28-32	3
Multimedia Journalist/Producer (2368)	1, 3, 6, 10-12, 14, 16, 19-20, 23-24, 26, 28-32	3
Master Control Operator / NOC (2378)	1, 3, 6, 8-14, 16, 18-20, 23-24, 26, 28-31	3
Multi Media Journalist (2404)	1, 3-4, 6, 8, 10-14, 16, 19-20, 23-26, 28-32	4
Technical Director (2442)	1, 3, 6, 8, 10-14, 16, 19-20, 23-26, 28-31	8
Master Control Operator (2445)	1-3, 6, 10-14, 16, 19-20, 23-26, 28-31	2
Sales Coordinator (2510)	1-3, 6, 19-20, 23-26, 28-31	2
Content Editor (2501)	1-3, 6, 19-20, 23-26, 28-31	2
Multimedia Journalist (2512)	1, 3, 6, 8, 19-20, 23-26, 28-31	3
News Editor (2523)	1, 3, 6, 8, 19-20, 23-26, 28-31	8
Content & Engagement Specialist (2556)	1-3, 6-7, 10-16, 19-20, 23-26, 28-32	2
Sales Coordinator (2582)	3-4, 6-7, 10-14, 16, 32	4
Sr. IT ENgineering Support Analyst (2627)	3, 6-7, 19, 24-26, 29, 32	3
News Anchor (2633)	1-3, 6-7, 10-14, 16, 18-20, 23-31	2
Multimedia Journalist (2641)	1, 3, 6, 8, 10-14, 16-17, 19-20, 24-26, 28-31	3
Content Editor (2657)	2-3, 6, 10-14, 16-17, 19, 23-24, 28	2
Receptionist (2708)	1, 3, 6, 8, 10-14, 16, 19-20, 24-26, 28-31	8
Multimedia Journalist (2730)	1, 3, 6, 17, 19-20, 24-26, 28-31	3
Sales Coordinator (2743)	1-3, 6, 19-20, 24-26, 28-31	2
Accounting Assistant (2785)	1, 3, 5-7, 10-14, 16, 19-21, 24-26, 28-32	12

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
1	Arise 1417 S. Tower Rd. PO Box 778 Alamo, Texas 78516 Phone : 956-783-6959 Ramona Casas Manual Posting	N	0
2	Employee Referral	N	12
3	Entravision 2425 Olympic Blvd. Ste 60000W Santa Monica, California 90404 Phone : 310-447-3810 Url : <a href="http://www.entravision.com">http://www.entravision.com</a> IT Support Specialist Manual Posting	N	31
4	Former Employee	N	3
5	Former Employee Referral	N	1
6	HR Internal Board / Referrals 801 N. Jackson Road McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.entravision.com">www.entravision.com</a> Elizabeth Kidd Manual Posting	N	5
7	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : <a href="http://www.indeed.com">www.indeed.com</a> Job Boards Manual Posting	N	6
8	Indeed.com	N	14
9	Internal Candidate	N	1
10	KCWT-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.yourcwriograndevalley.com">http://www.yourcwriograndevalley.com</a> Anabell Ramos Manual Posting	N	0

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11	KFRQ-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.q945therock.com">http://www.q945therock.com</a> Anabell Ramos Manual Posting	N	1
12	KFXV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.foxrio2.com">http://www.foxrio2.com</a> Anabell Ramos Manual Posting	N	2
13	KKPS-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.995lanueva.com">http://www.995lanueva.com</a> Anabell Ramos Manual Posting	N	0
14	KNVO-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.knvotv48.com">http://www.knvotv48.com</a> Anabell Ramos Manual Posting	N	2
15	KTFV-TV 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Anabell Ramos Manual Posting	N	0
16	KVLV-FM 801 N. Jackson Rd. McAllen, Texas 78501 Phone : 956-687-4848 Url : <a href="http://www.mix1079.net">http://www.mix1079.net</a> Anabell Ramos Manual Posting	N	1

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17	Linked In	N	3
18	LinkedIn 1000 W Maude Sunnyvale, California 94085 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Job Boards Manual Posting	N	4
19	LULAC - <a href="http://hirelatinos.org">hirelatinos.org</a> 1133 19th St NW Washington, District of Columbia 20036 Url : <a href="http://hirelatinos.org/my-listings/job/">http://hirelatinos.org/my-listings/job/</a> self report self report Manual Posting	N	0
20	LUPE 1601 U.S. 83 Business San Juan, Texas 78589 Phone : 956-787-2233 Esther Herrera Manual Posting	N	0
21	Non-Employee Referral	N	1
22	RGV Hispanic Chamber of Commerce 801 E. Fern, Suite #163 McAllen, Texas 78501 Phone : 956-928-0060 Url : <a href="http://www.rgvhcc.com/">http://www.rgvhcc.com/</a> Victoria Gomez Manual Posting	N	0
23	STC 3201 Pecan Blvd McAllen, Texas 78501 Phone : 956-872-8358 Url : <a href="http://www.collegecentral.com/southtexascollege/">http://www.collegecentral.com/southtexascollege/</a> Career Services Manual Posting	N	0
24	TAB 502 East 11th St. Suiet 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Job Board Manual Posting	N	0

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25	Texas A&M 209 Koldus 1233 TAMU College Station, Texas Phone : 979-845-5139 Url : <a href="http://careercenter.tamu.edu/">http://careercenter.tamu.edu/</a> Career Services Manual Posting	N	0
26	TVJobs.com P.O. Box 4116 Oceanside, CA , California 92052 Phone : 800-374-0119 Url : TVJobs.com Job Board Manual Posting	N	0
27	Twitter	N	1
28	TX Workforce Commission 3101 W BUSINESS 83 McAllen, Texas 78501 Phone : 877-687-1121 Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Job Board Manual Posting	N	0
29	UTRGV 1201 W University Dr Edinburg, Texas 78539 Phone : 956-381-2243 Url : <a href="http://portal.utpa.edu/utpa_main/dsa_home/career_h">http://portal.utpa.edu/utpa_main/dsa_home/career_h</a> Career Services Manual Posting	N	2
30	Women Together / Mujeres Unidas 511 N. Cynthia Street McAllen, Texas 78501 Phone : 956-630-4878 Rosalinda Rodriguez Manual Posting	N	0
31	Women's Network RGV Inc. 114 Westgate Dr. Weslaco, Texas 78596 Phone : 9568218260 Diana Cantu Manual Posting	N	0

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32	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Job Boards Manual Posting	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>94</b>

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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	5/5/2021	Provision of training to management	HR Training - EEO Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	1	SBOM
2	5/19/2021	Participation in Job Fairs	TX Workforce Commission Job Fair	1	SBOM
3	5/21/2021	Provision of training to management	EEO Training - Outreach - Broadcast1/Corp HR - Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	1	SBOM
4	10/20/2021	Participation in Job Fairs	South Texas College Job Fair	2	SBOM HR/Accting Asst
5	2/23/2022	Participation in Job Fairs	Texas A&M University - Corpus Christi	2	SBOM BOM
6	3/4/2022	Participation in Job Fairs	University of Texas of the RGV Career Expo	2	SBOM Production Manager
7	3/23/2022	Participation in Job Fairs	Texas A&M International Career Fair	2	SBOM BOM