

KBDR-FM, KLNT-AM, KNEX-FM, an employees at KQUR-FM**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
KBDR On-Air Spanish DJ	1, 3, 5-6	5
Spanish Radio DJ - La Ley 100.5 FM KBDR	1-6	3

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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
1	Laredo Morning Times 111 Esperanza Dr Laredo, Texas 78041 Phone : 956-728-2524 Deborah Trevino Manual Posting	N	2
2	laredo.craigslist.org 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : https://laredo.craigslist.org/ Job Listings Manual Posting	N	1
3	MBM Radio - Laredo On-Air Announcements 107 Calle Del Norte Ste 212 Laredo, Texas 78041 Phone : 956-725-1000 Baldo Carrillo Manual Posting	N	15
4	TAMIU 5201 University Blvd Laredo, Texas 78041 Phone : 956-326-4473 Url : https://www.myinterfase.com/tamiu/account/logon?re Job Listings Manual Posting	N	0
5	Walk In/Self-Referral	N	3
6	Word of Mouth Referral	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/4/2016	Provision of training to management	During the month of August, 2016, our SEU's Local Sales Manager participated in a mentoring/training program hosted by Radio Advertising Bureau, obtaining guidance on mastering the skills of managing a radio sales staff, controlling inventory, budgeting, training staff necessary to immediately generate sales for our stations, and results for advertisers. As a result, our local sales manager was promoted to General Manager.	1	General Manager
2	10/25/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in Lamar Middle School's Career Day. Our Program and Music Directors served as speakers at the event to expose students to careers in the broadcast industry.	2	Program Director Music Director
3	11/18/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the United High School Career Day on Nov. 18, 2016 at the United High School Library in Laredo TX. Station participants included our KNEX Program Director an KQUR Music Director who discussed careers in radio, how our industry has evolved, and how our company operates.	3	Program Director Music Director Production / DJ
4	2/17/2017	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help the morning Show co-host advance in her career. Both KQUR and KNEX Program Directors and the Production Coordinator provided guidance and instruction to learn jobs in different departments, including programming and production. The employee received hands-on experience and shadowed staff to gain new skills from the ground up in order to maximize her career development potential. This training took place between November 2016 and February 2017 for 2 hours average daily.	4	Program Director Program Director Production Coordinator Music Director

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5	3/22/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 4th annual Laredo Media and Film Festival at the Vidal M Trevino School of Communications and Fine Arts. Station participants included our Program and Music Directors, who interacted with attendees about the broadcast industry, its evolution and careers available.	2	Program Director Music Director
6	3/30/2017	Participation in Job Fairs	Our SEU participated in Texas A&M International University's Career Expo (Business, Hospitality & Technology). Our Local Sales Manager and Promotions Director were at the job fair handing out information on our company, and the available jobs we have available, as well as broadcasting live from the event in order to get the community aware of our openings and the job fair as well.	2	Sales Manager Promotions Manager
7	3/31/2017	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help the station receptionist advance in her career. The Traffic Manager and National Sales Assistant provided guidance and instruction to learn jobs in both Traffic and Sales. This includes Log Creation, Daily Traffic responsibilities, Order Entry, Agency Contract review, and daily log reconciliation. The employee received hands-on experience and shadowed staff to gain new skills from the ground up in order to maximize her career development potential. The program included weekly in-person shadowing and training sessions. The Receptionist has used these skills to advance out of reception to Local Sales Assistant.	3	Receptionist Traffic Manager National Sales Assistant