

KBUC, KESO, KURV, KZSP, KMBH
EEO PUBLIC FILE REPORT
April 1, 2016 - April 3, 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
Regional Account Executive	2-6, 8	6
Full time Promotions Tech	1, 4-5, 7-9	4
Account Executive	2, 4-5, 7-11	4
Account Executive	2, 4-5, 7-11	10
Full time Promotions Tech	2, 4-5, 7-9, 11	4
Full time Promotions Tech	2, 4-5, 7-9, 11	4
Account Executive	1-2, 4-5, 7-11	11
Account Executive	1-2, 4-5, 7-9, 12	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
1	Former Employee Referral	N	4
2	Indeed 7501 North Capital of Texas Highway Building B Austin, Texas 78731 Phone : 800 462 5842 Url : www.indeed.com Job Online Manual Posting	N	9
3	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650 687 3600 Url : www.linkedin.com Job Online Manual Posting	N	1
4	MBM Texas Valley On Air Announcements 1201 N Jackson Suite 900 McAllen, Texas 78501 Angela Pina Manual Posting	N	21
5	R Communications Career Site 1201 N Jackson Suite 900 McAllen, Texas 78501 Phone : 956 992 8895 Url : www.rcommunications.com Irene Noriega Manual Posting	N	2
6	Re-hire	N	1
7	South Texas College 3201 W Pecan McAllen, Texas 78501 Phone : 956-872-6400 Url : http://www.southtexascollege.edu Career Services Manual Posting	N	0
8	Texas Association of Broadcasters 502 E 11th St. Suite 200 Austin, Texas 78501 Phone : 512-322-0522 Url : http://www.tab.org Craig Bean Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	UTRGV 1201 W University Dr Edinburg, Texas 78539 Phone : 956-665-2244 Url : https://www.myinterfase.com/utrgv/employer/home.as Celia Castaneda Manual Posting	N	1
10	Walk In/Self-Referral	N	3
11	Word of Mouth Referral	N	3
12	Ziprecruiter 40 E Rio Salado Pkwy Tempe , Arizona Phone : 956 992 8895 Maria Alvarez Manual Posting	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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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	9/15/2016	Participation in Job Fairs	Our SEU participated in the Business Expo 2016 hosted by the McAllen Chamber of Commerce. We manned a booth during the event, interacting with interested attendees about careers in broadcasting generally and any vacancies at our stations specifically. We also promoted the event on-air	8	Director of Sales Local Sales Manager Regional/National Sales Senior Account Executive
2	3/8/2017	Participation in Job Fairs	Our SEU participated in the University of Texas Rio Grande Valley Spring Career Expo at the Brownsville campus. We manned a booth during the event, interacting with interested attendees about careers in broadcasting generally and any vacancies at our stations specifically.	1	Director of Sales