

**KBUC, KESO, KMBH-TV, KURV, KZSP**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Full time Promotions Tech	1-4	1

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

<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	Former Employee Referral	N	1
2	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	0
3	Snag Jobs 5940 S Rainbow, Suite 400 #46168 Las Vegas, Nevada 89118-2507 Phone : 866-227-0466 Url : www.snagjob.com Job Online Manual Posting	N	0
4	Ziprecruiter 40 E Rio Salado Pkwy Tempe , Arizona Phone : 956 992 8895 Maria Alvarez Manual Posting	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</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	5/7/2018	Establishment of training programs for station personnel	Our Director of Digital Media and Promotions participated in two workshops to continue with her career development and advancement within the management ranks in the broadcast industry. She participated in a The Social Media Shakeup in May 7 - 9 2018 hosted in Atlanta and the Radio Ink Hispanic conference from March 12 & 13 of 2019. Understanding how to develop new opportunities within Digital Media and increased knowledge of how to sell digital products such as Podcasts broaden her chances for a higher position in the broadcasting industry.	1	Digital Media & Promotions Director
2	5/23/2018	Establishment of training programs for station personnel	All SEU Business Development Managers participated in a sales management webinar series hosted by the Radio Advertising Bureau entitled, RAB Live Management Webinars Series, which was continued from early 2018. The series took place May 23, July 25, Sept 19 and November 28, 2018.	2	Business Development Manager Business Development Manager
3	9/13/2018	Participation in Job Fairs	Our SEU participated in the Business Expo 2018 hosted by the McAllen Chamber of Commerce. Our team manned the booth during the event, interacted with interested attendees about careers om broadcasting in general and any vacancies at our stations specifically. We also promoted this event on-air.	8	Director of Sales Regional sales Manager Senior Sales Leader Account Executive

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4	12/3/2018	Establishment of a mentoring program	Our station(s) provided training designed to supply our Promotions Tech with the education and skills necessary to advance his career in the broadcast industry 1) Coordination of Remotes – Knowledge and skill training to coordinate a remote process from scheduling of Promotions techs, learning the Promo Suite Software for contests and promotions, coordinate with Traffic dept. and Programming. 2) Leadership skills .	1	Digital Media & Promotions Director Promotions coordinator
5	3/20/2019	Participation in events or programs sponsored by educational institutions	During this period, received Vanguard Academy visit and our SEU provided a tour of our installations. The tour was hosted by our promotions coordinator and the program director. The group had the opportunity to interact with our DJ's and learn more about the broadcasting industry.	3	Promotions Coordinator Program Director DJ