

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Senior Vice President - Sales	1-5, 7-19, 21-22	9
Assistant Program Director	1-8, 10, 12, 14-15, 18-22	20

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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	Computer Career Center Job Placement Center 5919 Brook Hollow Dr. El Paso, Texas 79925 Phone : 9157798031 Fax : 1-915-307-9166 Career Services	N	0
2	Dona Ana Community College 3400 S. Espina St. Las Cruces, New Mexico 88003 Phone : 5755277536 Url : dacc.nmsu.edu/cs/staff.html Email : cbertold@nmsu.edu Fax : 1-575-527-7515 Cynthia Brown	N	0
3	El Paso Commission for Women Laven Publishing Group P.O. Box 3897 El Paso, Texas 79923 Phone : 9152531616 Email : lilylimon123@gmail.com Career Services	N	0
4	El Paso Community College Job Placement Center PO Box 20500 El Paso, Texas 79998 Phone : 9158312443 Email : LCONTR60@EPCC.EDU Fax : 1-915-831-2443 Career Services	N	0
5	El Paso Hispanic Chamber of Commerce 2401 E Missouri Avenue El Paso, Texas 79903 Url : www.ephcc.com Email : cindyramosdavidson@ephcc.org Fax : 1-915-566-9714 Career Services	N	0
6	Employee Referral	N	2
7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
9	Indeed.com - Not Directly Contacted by SEU	N	1
10	Internal Posting 4045 N Mesa street El Paso, Texas 79902 Phone : 8019081435 Megan Hancock Manual Posting	N	0
11	Job Board	N	1
12	League of United Latin American Citizens 201 East Main, Suite 605 El Paso, Texas 79901 Phone : (915) 577-0726 Fax : 1-915-577-0914 Career Services	N	0
13	LinkedIn / Word of Mouth	N	1
14	National Association for the Advancement of Colored People El Paso Branch NAACP #6175 P.O. Box 4455 El Paso, Texas 79914 Phone : (915) 751-6490 Email : elpnaacp@yahoo.com Career Services	N	0
15	New Mexico State University Placement Services PO Box 30001 Las Cruces, New Mexico 88030 Phone : 5756461631 Email : rsession@nmsu.edu Fax : 1-575-646-5421 Career Services	N	0
16	Recruiter	N	1
17	Station Website Posting (One or More SEU Stations)	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
18	Texas State Job Board Texas Phone : 8019081435 Url : http://www.twc.state.tx.us/ Megan Hancock Manual Posting	N	0
19	University of Texas at El Paso Job Placement Center Union Building El Paso, Texas 79968 Phone : 9157475640 Email : careers@utep.edu Fax : 1-915-747-5730 Career Services	N	0
20	Word of Mouth Referral	N	1
21	Workforce Center 2345 E. Nevada St. Las Cruces, New Mexico 88001 Phone : 5755277776 Fax : 1-575-647-0787 Career Services	N	0
22	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/1/2019	Provision of training to personnel of unaffiliated non-profit organizations	Our Broadcast Transmission Engineer, Jose Vela hosted Warren Goodell, a high school student and son of CEO for non-profit organization El Pasoans Fighting Hunger for a job shadow/station tour. Jose Vela met with Warren Goodell multiple times and guided him through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed him to follow his workday for a "behind the-scenes" look at engineering operations, discussed engineering careers in radio, conducted a brief Q&A session regarding engineering careers in radio, discussed internship and employment opportunities in radio, and handed out station information.	1	Broadcast Transmission Engineer	1.00
2	9/1/2019	Establishment of a mentoring program	During the month of September, Yazzi Garcia, our National Sales Assistant, worked with Gjizelle Rodriguez, our Sales Assistant at the station(s) to mentor her and train her to be able to cover all National Sales duties. The program included regular daily in-person meetings, assigned reading materials such as our National Sales handbook, "shadow" days where she would cover National Sales for the day, and presentations. Yazzi Garcia was focused on maximizing our Sales Assistant, Gjizelle Rodriguez's career development potential, and covered all National Sales duties such as downloading orders from the KATZ program, processing orders on Salesforce, getting spots and scripts to traffic, continuity, and production, creating production orders, and communicating with Account Executives across the country in order for business to run smoothly.	2	National Sales Assistant Sales Assistant	1.00

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3	9/11/2019	Participation in Job Fairs	Our Account Executives and Promotions Assistants participated in the 2019 WorkForce Solutions JobCon in El Paso, TX. Station participants discussed careers in radio with interested attendees, played interactive radio trivia games, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	8	Account Executive Account Executive Account Executive Promotions Assistant	0.25
4	9/11/2019	Participation in Job Fairs	Participation in job fair dedicated to sharing insight of career paths within iHM.	8	Promotions Assistant On-Air Talent/Promotions Assistant AE AE	0.25
5	2/13/2020	Participation in events or programs sponsored by educational institutions	Our PD Mike Rivera hosted Girl Scouts of El Paso Troop 231 for a job shadow/station tour. Michael Rivera guided students/members through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed them to follow his workday for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting, and handed out station information as they worked on achieving their merit badges.	1	Program Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.75