

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	10
Assistant Program Director	1-6, 8-9, 11-12, 14-15, 17-18, 20-22	20

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT**

April 1, 2019 - March 31, 2020

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	Glassdoor - Not directly contacted by SEU	N	1

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT**

April 1, 2019 - March 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
9	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
10	Indeed.com - Not Directly Contacted by SEU	N	1
11	Internal Posting 4045 N Mesa street El Paso, Texas 79902 Phone : 8019081435 Megan Hancock Manual Posting	N	0
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 - Not directly contacted by SEU	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

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT**

April 1, 2019 - March 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Station Website Posting (one or more SEU stations; navigation link to corporate careers website)	N	1
17	Texas State Job Board Texas Phone : 8019081435 Url : http://www.twc.state.tx.us/ Megan Hancock Manual Posting	N	0
18	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
19	Unknown (source not adequately identified upon inquiry by SEU)	N	1
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

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/28/2019	Participation in events or programs sponsored by educational institutions	Our SEU's Marketing Strategist gave a presentation to students at the El Paso Community College Small Business Management Institute (SBMI). The Marketing Strategist discussed careers in broadcasting and the students were able to ask questions.	1	Marketing Strategist
2	8/1/2019	Participation in events sponsored by community groups	Our Broadcast Transmission Engineer hosted a high school student and son of CEO for non-profit organization El Pasoans Fighting Hunger for a job shadow/station tour. He met with the student 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
3	8/12/2019	Participation in scholarship programs	Our SEU participated in the Stars Scholarship Fund Scholarship Program. The SEU contributed to the scholarship as a media sponsor at the "Crown of Jewels" level. Additionally, our SEU promoted the scholarship program on-air and accepted completed scholarship applications.	1	Market President

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	9/1/2019	Establishment of a mentoring program	During the month of September, our SEU's National Sales Assistant worked with our Sales Assistant to provide mentoring and training towards National Sales duties. The program included regular, daily, in-person meetings, assigned reading materials (such as our National Sales Handbook), presentations, and "shadow" days, where the Sales Assistant would cover National Sales for the day. The program focused on maximizing the Sales Assistant's career development potential and increasing her skills to include those necessary for the National Sales position.	2	National Sales Assistant Sales Assistant
5	9/11/2019	Participation in Job Fairs	Our SEU participated in the 2019 WorkForce Solutions Job Con in El Paso, TX. Station participants included our Account Executives, Promotions Assistant, and On Air Talent, overseen by our General Manager. 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	General Manager 5 Account Executive Promotions Assistant On Air Talent
6	2/13/2020	Participation in events sponsored by community groups	Our SEU's PD hosted Girl Scouts of El Paso Troop 231 for a job shadow/station tour. He 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