

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 4/24/2018 Hire Date: 7/6/2018	1-2, 4-6, 8-18	10
Chief Engineer Open Date: 5/21/2018 Hire Date: 3/18/2019	1-2, 4-9, 11-18	7
Sales Assistant Open Date: 1/24/2019 Hire Date: 3/11/2019	1-6, 8-9, 11-18	3

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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	Drop In	N	1
4	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
5	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
6	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
7	Employee Referral	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
8	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
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	0
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	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
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Texas State Job Board Texas Phone : 8019081435 Url : http://www.twc.state.tx.us/ Megan Hancock Manual Posting	N	0
16	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
17	Workforce Center 2345 E. Nevada St. Las Cruces, New Mexico 88001 Phone : 5755277776 Fax : 1-575-647-0787 Career Services	N	0
18	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/9/2018	Establishment of training programs for station personnel	Our SEU conducted training with our promotions staff to advance their skill set, which allowed them to pursue higher positions in the sales department. The training program lasted approximately 2 months, and covered such topics as working with the sales department and management. Following the training, both employees were promoted to positions in the Sales Department.	4	General Manager / Market President Sales Manager Sales Assistant National Sales Assistant	1.00
2	1/30/2019	Participation in Job Fairs	SEU participated in the 2019 SISD College, Career and Job Expo hosted by El Paso Workforce Solutions Borderplex on 1/30/19. The job fair was geared toward high school and college students, as well as open to the general public. iHeartMedia was represented by one of our talent members, who discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	1	On Air Talent	0.25
TOTAL POINTS OVER REPORTING PERIOD:						1.25