



Equal Employment Opportunity Public File Report
KLAQ-FM, KSII-FM, KROD-AM
04/01/17 TO 03/31/18

I. VACANCY LIST

Job Title	Recruitment Sources (RS) used to fill Vacancy (Numbers Correspond to the Recruitment Source List in Part II)	RS That Referred the Hiree
Receptionist	2, 5, 7, 13	13
Account Executive	2, 3, 4, 5, 6, 7, 13, 15	13
Account Executive	2, 3, 4, 5, 6, 7, 13, 15	15
Account Executive	2, 3, 4, 5, 6, 7, 13, 15	9

II. RECRUITMENT SOURCE LIST

RS Number	RS Information	Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month period
1	LULAC National Office 201 E. Main Dr. El Paso, TX 79901	No	0
2	Equal Employment Opportunity Commission 300 E. Main, Ste 500 El Paso, TX 79901	No	0
3	UTEP Career Center W. University 103 W. Union Building El Paso, TX www.utep.edu/careers	No	0
4	Career Services Dept at EPCC www.epcc.edu/careerservices	No	0
5	Project Bravo 2000 Texas Ave. El Paso, TX 79901	No	0

6	New Mexico State University www.careerservices.nmsu.edu	No	0
7	Davis L. Carrasco Job Corp 11155 Gateway Blvd West El Paso TX 79935	No	0
8	Southwest University 1414 Geronimo El Paso, TX 79925	No	0
9	Referred by Friend	No	2
10	KLAQ / KSII / KROD Websites	No	1
11	Walk-Ins/call-In	No	0
12	Townsquaremedia.com	No	0
13	Indeed.com	No	10
14	Blissbookoo.com	No	0
15	Employee Referral	No	2
Total Interviewees During 12 months			15

III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in Job Fairs	08/26/17 - We participated in the 3 rd Annual Southwest University Job Fair held at El Paso Convention Center. We had representatives from our promotions and business department to talk to job seekers and taking applications.
Participation in Job Fairs	09/21/17 – El Paso Technology Conference. An event that encouraged synergy growth for business thru seminars, speakers, panels, business to business expo, and allowed businesses to set up hiring posts. Townsquare Media of El Paso had a booth available for hiring information for any available positions.
Participation in Job Fairs	09/28/17 – We participated in the JobCon at El Paso Convention Center. We had representatives from our promotions and business department to talk to high school students who have interest in pursuing a career in broadcasting.
Establishment of Internship Program	During the year we hosted three interns. Interns worked with KROD sports in production and board-op.

Participation in Events	During spring of 2017 our on-air talent Brandon Cohn attended one Austin High School Career Day. Brandon discussed about electronic media and radio.
Participation in Events	During the fall of 2017 our on-air talent Brandon Cohn attended one Austin High School Career Day. Brandon discussed about electronic media and radio.
Provision of Training to Management	02/13/18 – Management received training on methods of ensuring equal employment opportunity and complying with the FCC’s EEO Rules.
Participation in Events	During the year Ray Arreola (AE/On-Air Talent) attended to two Southwest University events. Ray did two sessions in spring 2017 training students on how radio works. Ray had the students writing scripts and producing spots.
Participation in Events	During the year Ray Arreola (AE/On-Air Talent) attended to two Southwest University events. Ray did two sessions in the summer 2017 training students on how radio works. Ray had the students writing scripts and producing spots.
Participation in Events	During the year Ray Arreola (AE/On-Air Talent) attended Harmony School of Excellence for Dr. Seuss event.