

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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
Account Executive	1-10, 13, 15, 17-20, 22-23, 25	10
Sales Assistant	1-10, 13, 15, 17-19, 21-22, 25	7
Senior Vice President - Sales	1-9, 11-22, 25	12
Account Executive	1-3, 5-6, 8-9, 11, 13, 15, 17-18, 20-22, 24-25	24

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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
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	EIPasoHelpwanted.com 9100 East Panorama Drive Suite 200 Englewood, Colorado 80112 Phone : Business Mgr Url : http://regionalthelpwanted.com Email : shanna.aldrige@regionalthelpwanted.com Career Services	N	0
7	Employee Referral	N	8

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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	8
11	Internal Posting 4045 N Mesa street El Paso, Texas 79902 Phone : 9153515405 Daniela Marek Manual Posting	N	2
12	Internal Transfer/Promotion	N	1
13	International Business College, East Campus Career Development 1155 N Zaragosa Ste 100 El Paso, Texas 79907 Phone : 9158590422 Email : hellen.candelaria@ibcelpaso.edu Fax : 1-915-242-6944 Career Services	N	0
14	Internet Ad-not directly contacted by SEU	N	1
15	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
16	Linked In	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
17	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
18	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
19	Station Website (one or more SEU station) 4045 N Mesa street El Paso, Texas 79902 Phone : 9153515405 Daniela Marek Manual Posting	N	0
20	Station Website Posting (One or More SEU Stations)	N	3
21	Texas State Job Board Texas Phone : 9153515405 Url : http://www.twc.state.tx.us/ Daniela Marek Manual Posting	N	0
22	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
23	Unknown (source not adequately identified upon inquiry by SEU)	N	2
24	Word of Mouth 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
25	Workforce Center 2345 E. Nevada St. Las Cruces, New Mexico 88001 Phone : 5755277776 Fax : 1-575-647-0787 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/23/2016	Participation in Job Fairs	Our SEU participated in the "Let's Get Hired!" Career Fair in El Paso, Texas. Station participants included our Sales Manager, who discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	1	Sales Manager
2	11/7/2016	Establishment of training programs for station personnel	During March - November 2016, our SEU's Regional President, Regional Sr VP of Sales, & Regional Digital Sales Strategist worked with a SVP at the station(s) to mentor him in Sales Management skills & strategies. The program included bi-weekly & bimonthly calls, in-person meetings at both the Salt Lake & El Paso offices, assigned reading materials, mentor-mentee "shadow" days, presentations, workshops, and covered topics such as, Dorm and MER's reports, Salesforce, BOB Review, digital inventory and pricing, budget, and management.	4	Market President Regional Sr VP of Sales Regional Digital Sales Strategist Regional
3	1/10/2017	Establishment of training programs for station personnel	During November & December 2016, our SEU's Market President worked with an Account Executive at the station(s) to mentor her in Sales Management skills. The program included regular in-person meetings, assigned reading materials, mentor-mentee "shadow" days, and covered how to read/interpret revenue spreadsheets, forecast, how to deal with difficult situations, motivational strategies, and how to conduct sales mtg	2	Market President AE/SVP
4	1/21/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Mountain View High School's Annual Military Ball in El Paso, Texas. Station participants included an On-Air Talent, who was invited as a guest speaker to discuss the importance of choosing a career you enjoy, opportunities for careers in radio and broadcasting, and the value of education.	1	On Air Talent

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5	2/13/2017	Provision of training to management	On February 13, 2017, our SEU's department heads completed an in-person training program provided by iHeartMedia corporate, which covered EEO issues and procedures.	6	Market President SVP Programming Director FCC/EEO Coordinator
6	3/22/2017	Hosting of Job Fair	On March 21 & 22, 2017, our SEU hosted an on-air job fair on 4 SEU stations (KPRR-FM, KTSM-FM, KHEY-FM & KPRR-HD). On-air talent described job vacancies in the SEU and asked listeners to submit resumes for promotions assistant and sales assistant positions.	4	Programming Director On-Air Talent On-Air Talent On-Air Talent