

KBDR-FM, KLNT-AM, KNEX-FM, and employees at KQUR-FM**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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
On-Air Personality - DJ	1-4, 7	7
Sales Account Executive	2-3, 5-6, 8-10	8
Sales Account Executive	2-3, 5-6, 8-10	9
Traffic Coordinator / Reception	3-6, 9-10	3
Promotions manager	3-6, 9-10	4
On Air Personality / Spanish Production	3-6, 9-10	4

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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	Current Employee	N	1
2	laredo.craigslist.org 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : https://laredo.craigslist.org/ Job Listings Manual Posting	N	3
3	MBM Radio - Laredo On-Air Announcements 107 Calle Del Norte Ste 212 Laredo, Texas 78041 Phone : 956-725-1000 Baldo Carrillo Manual Posting	N	6
4	MBM Radio Laredo Job Board 107 Calle Del Norte Ste. 212 Laredo , Texas 78041 Phone : 956-725-1000 Baldo Carrillo Manual Posting	N	3
5	R Communications Website 1201 N. Jackson, Suite 900 McAllen, Texas 78501 Phone : 956-992-8895 Url : https://www.rcommunications.com Irene Noriega Manual Posting	N	2
6	TAMIU 5201 University Blvd Laredo, Texas 78041 Phone : 956-326-4473 Url : https://www.myinterfase.com/tamiu/account/logon?re Job Listings Manual Posting	N	0
7	Walk In/Self-Referral	N	2
8	Word of Mouth Referral	N	2
9	Workforce Solutions of South Texas 2389 E. Saunders Laredo, Texas 78041 Phone : 9567946500 Christian Pinion Manual Posting	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Ziprecruiter.com 604 Arizona Ave Santa Monica, California 90401 none none Manual Posting	N	6
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/2/2018	Establishment of a mentoring program	During this reporting period, our SEU offered training to help part-time DJ's gain skills outside their job descriptions to advance in their careers. The Program Directors provided guidance and instruction to teach them more than just their own jobs. The skills they learned included music programming, production tasks, and experience in the promotions department. The employees received hands-on experience and shadowed staff to gain new skills and career growth potential.	7	Program Director DJ Program Director DJ
2	5/1/2018	Establishment of a mentoring program	During this reporting period, our SEU offered training to help the Traffic Coordinator advance in her career. The Station Manager provided guidance and instruction to learn skills associated with Radio Business Management. The employee received hands-on experience and shadowed the Station Manager to gain new skills in Accounts Receivable, Accounts Payable, and Corporate Reporting. This training took place weekly between April 2018 and August 2018.	2	Station Manager Traffic Coordinator
3	7/12/2018	Participation in Job Fairs	Our SEU participated in the Workforce Solutions Summer Hiring Event. It was attended by our CFO, Station Manager, and KNEX Program Director who interacted with attendees about and discussed careers in radio, and handed out applications and accepted resumes for our open positions.	3	CFO Station Manager Program Director
4	10/2/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Los Obispos Middle School Education Pep rally. It was attended by our Promotions Director who interacted with attendees and discussed careers in radio, the importance of education and careers available in our industry, and how our company operates.	1	Promotions Director

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5	12/5/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Lamar Bruni Vergara Middle School Career Day. It was attended by one of our on-air afternoon hosts and our KQUR Program Director who interacted with attendees about and discussed careers in radio, how our industry has evolved, and how our company operates.	2	Program Director DJ
6	1/11/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Muller Elementary Career Day. Station participants included the program director and morning show host who discussed careers in radio, how our industry has evolved, and how our company operates.	2	Program Director DJ
7	2/27/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Vidal M. Trevino Magnet School Media and Film Festival. It was attended by our KQUR Program Director who interacted with attendees about and discussed careers in radio related to audio and video editing, how our industry has evolved, and how our company operates.	1	Program Director
8	3/21/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the United South Middle School career day. It was attended by our KBDR and KQUR afternoon hosts who interacted with attendees about and discussed careers in radio , how our industry has evolved, and how our company operates.	2	DJ DJ