

**Equal
Employment**



**Opportunity Public File Report
KLAQ-FM, KSII-FM, KROD-AM
04/01/21 TO 03/31/22**

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
1	Receptionist/Sales Assistant	11, 14, 15	15
2	Local Account Executive	11, 14, 15	14
3	KSII On Air Host/Digital Content Writer	11, 14, 15	11

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	WorkForce Solutions Borderplex 300 E. Main St, Ste 100 El Paso, TX 79901 www.workintexas.com	No	0
10	Outside Referral	No	0
11	KLAQ / KSII / KROD Websites	No	1-0 2-3 3-2
12	Walk-Ins/call-In	No	0
13	Townsquaremedia.com	No	0
14	Indeed.com (via Greenhouse)	No	1-0 2-4 3-3
15	Linkedin.com (via Greenhouse)	No	1-1 2-0 3-3
16	Blissbookoo.com	No	0
17	Employee Referral	No	0
Total Interviewees During 12 months			16

III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Assistance to Non-Profit Entity Related to Career Development in Broadcasting	Partnered with the El Paso Food Bank to help train an individual to prepare him for a career in broadcasting. Our Chief Engineer provided a 3-day (6/28/21-6/30/21) intensive education of the “what” and “why” regarding site inspections, troubleshooting and resolving studio problems, and installation, and routine maintenance for a broadcast facility. The goal was to lay a foundation for better

	understanding of the technical side of a radio station to prepare the individual to begin a formal education.
Internship Program	A El Paso Community College student interned with KROD from the of 9/3/21-12/10/21. Instruction included the set up and execution of a live sports broadcast, monitoring and maintaining operations for a cluster of stations, and teaching the fundamentals of programming specific to a Sports station.