II. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>No full-time positions were filled during this reporting year</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Non-Employee Referral  
Estrella Media, Inc.  
2821 South Parker Rd., Suite 195  
Aurora, CO 80014  
(303) 749-3800 | No | 0 |
| 2         | Company Website (www.estrellamedia.com)  
Estrella Media, Inc.  
1845 Empire Avenue  
Burbank, CA 91504  
(818) 729-5300 | No | 0 |
| 3         | Employee Referral  
Estrella Media, Inc.  
2821 South Parker Rd., Suite 195  
Aurora, CO 80014  
(303) 749-3800 | No | 0 |
| 4         | Walk-In  
Estrella Media, Inc.  
2821 South Parker Rd., Suite 195  
Aurora, CO 80014  
(303) 749-3800 | No | 0 |
| 5         | On-Air Advertising on KETD-TV  
Estrella Media, Inc.  
2821 South Parker Rd., Suite 195  
Aurora, CO 80014  
(303) 749-3800 | No | 0 |
| 6         | Job & Resource Fairs  
(see Sec. III) | No | 0 |
| 7         | Hispanic Chamber of Commerce of Metro Denver-CO  
Attn: Jesus Carillo  
924 W. Colfax Ave., Suite 201  
Denver, CO 80204  
Telephone: (303) 620-4488 | No | 0 |
| 8         | Colorado Department of Labor and Employment  
Attn: Tony Medina  
1391 N. Speer Blvd., Suite 500  
Denver, CO 80204  
www.colorado.gov/cdle | No | 0 |
| 9         | Indeed  
6433 Champion Grandview Way  
Building I  
Austin, TX 78750  
www.indeed.com | No | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 10        | **Colorado Broadcasters Association**  
333 W. Hampden Ave., Suite 400  
Englewood, CO 80110  
[www.coloradobroadcasters.org](http://www.coloradobroadcasters.org) | No                                                | 0                                                      |
| 11        | **Craigslist**  
P. O. Box 225159  
San Francisco, CA 94122-5159  
1-818-664-0633  
[www.denver.craigslist.org](http://www.denver.craigslist.org) | No                                                | 0                                                      |

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 0
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type Of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
</tr>
</thead>
</table>
| Host community event/program which assists in the dissemination of information about broadcast employment opportunities | **Activity:** TTMT Auditions Casting Call  
**Date:** January 25, 2020  
12203 E Cliff Ave Ste. L, Aurora, CO 80014  
**Participating personnel:** General Sales Manager, Account Executives, Production Crew and Administrative Assistant of the SEU  
**Description:** The SEU hosted TTMT Auditions at Las Islas Marias Restaurant. The event featured Estrella TV, Tengo Talento Mucho Talento the only talent competition program in Spanish language. Members of the SEU met with guests of the event to promote the station, answer questions related to the event, and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Approximately 150 attended this event. |
| Participate in Job Fair / Career Fair | **Activity:** “Denver Career Fair”, Sheraton Denver Tech Center Hotel, Hardvard Room, 7007 S. Clinton Street Greenwood Village, Colorado 80112  
**Date:** February 6, 2020  
**Participants included:** SEU’s General Sales Manager & Administrative Assistant  
**Description:** The SEU participated in the “Denver Career Fair.” There were approximately 90 job seekers in attendance. Attendees generally inquired about careers in broadcasting and specific job openings at the SEU, which were answered by SEU personnel. Applications and other hand-outs with information about the SEU and broadcasting careers were distributed to attendees who expressed interest. Appointments for further interviews with specific candidates with the strongest potential were scheduled. |
| Training/mentoring program designed to enable station personnel to acquire skills qualifying them for higher level positions | **Activity:** Training/mentoring  
**Date:** August 2020  
**Participating personnel:** Traffic Manager & General Sales Manager  
**Description:** During August of 2020, our SEU’s General Sales Manager directly worked with one of our Traffic |
Managers to cross-train our SEU’s Admin Assistant in TV traffic functions such as contract entry, confirmation, tracking, and modifications. The program was focused on maximizing the Admin Assistant’s career development potential, equipping her for a position as a traffic leader and manager.

| 4 | Participate in Job Fair / Career Fair | **Activity:** “Colorado Broadcaster’s Association, Virtual Job Fair”  
**Date:** August 7-14, 2020  
**Participants included:** SEU’s General Sales Manager & Administrative Assistant  
**Description:** The SEU participated in the “Colorado Broadcaster’s Association, Virtual Job Fair.” Attendees had the opportunity to virtually apply for specific job openings at the SEU. Appointments for further interviews with specific candidates with the strongest potential were scheduled. |
| 5 | Participate in Job Fair / Career Fair | **Activity:** “Colorado Broadcaster’s Association, Virtual Job Fair”  
**Date:** November 16-21, 2020  
**Participants included:** SEU’s General Sales Manager & Administrative Assistant  
**Description:** The SEU participated in the “Colorado Broadcaster’s Association, Virtual Job Fair.” Attendees had the opportunity to virtually apply for specific job openings at the SEU. Appointments for further interviews with specific candidates with the strongest potential were scheduled. |