

**KMPX(TV)¹, KNOR(FM), KBOC(FM),
KZZA(FM), KZMP(AM)
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023**

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
1	Master Control Operator	7-10, 14, 16-19	18
2	Radio Production Assistant	2, 7-10, 14, 16-19	7
3	Master Control Operator	2-3, 5, 7-10, 14, 16-19	5
4	Promotions Assistant	7-9, 14, 16, 18-19	8
5	National Sales Assistant	2, 7-9, 14, 16, 18-19	8
6	Account Executive	7-10, 14, 16-19	7
7	MultiMedia Journalist	7-9, 14, 16, 18-19	7
8	Traffic Assistant	1, 7, 9, 14, 16, 18-19	7
9	Sales Assistant	2, 7, 9, 14, 16, 18-19	7
10	Disc Jockey	6-10, 14, 16, 18	6
11	Promotions Coordinator	5, 7-9, 14, 16-19	5
12	Sales Assistant	2, 7-9, 14, 16-19	7
13	Radio Production Assistant	2, 7-9, 14, 16-19	2
14	Receptionist	2, 7-9, 14, 16-19	2
15	Disc Jockey/Morning Show Producer	7-9, 14, 16-19	7
16	Traffic Coordinator	7-9, 14, 16-19	8

¹ Pursuant to a network affiliation agreement with WFAA-TV, Inc., licensee of KMPX(TV), Estrella employees provide certain programming and other services for KMPX(TV).

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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	Walk-In/Self-Referral	NO	1
2	Employee Referral	NO	9
3	Non-Employee Referrals	NO	1
4	Former Employee (Re-Hire)	NO	0
5	Internal Transfer/ Promotion	NO	2
6	On-Air Radio Job Announcements (<i>one or more stations</i>)	NO	5
7	Company Website <i>www.estrellamedia.com</i>	NO	47
8	Indeed <i>www.indeed.com</i>	NO	16
9	Entertainment Careers <i>www.entertainmentcareers.net</i>	NO	0
10	North Lake College Career Services 5001 N. MacArthur Blvd. Room L135 Irving, TX 75038 Attn: Crystal Larthridge (CLarthridge@dccd.edu) / (972) 273-3145 Attn: Kimberly Wilson (klwilson@dccc.edu)	NO	0
11	Workforce Solutions for Dallas County Greater Dallas Workforce Center (website/job bank/career center) <i>www.workintexas.com</i> 2707 N. Stemmons Frwy., Ste. 130 Dallas, TX 75207 Attn: Carmela Nava / (214) 302-5504	NO	0
12	LinkedIn Corporation (<i>Job board posting</i>) 2029 Stierlin Court Mountain View, CA 94043 (832)524-8001 <i>www.linkedin.com</i>	NO	0
13	Zip Recruiter (<i>www.ziprecruiter.com</i>)	NO	0
14	American Broadcasting School 712 N. Watson Road, Ste. 200 Arlington, TX 76011 (817) 695-2474 or (817) 695-2838 (FAX) michelle@radioschool.com Attn: Michelle McConnell / Job Placement Director	NO	0
15	University of North Texas (UNT) – Eagle Network (Career Center) 1155 Union Circle, #310859 Denton, TX 76203-5107 Chestnut Hall #103 <i>http://careercenter.unt.edu/</i>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	Goodwill Industries of Dallas, Inc. 3020 N. Westmoreland Rd. Dallas, Texas 75212 http://www.goodwilldallas.org Employment Recruiter /Kimberly Coleman - kcoleman@goodwilldallas.org	NO	0
17	Space and Time Media Services 2701 W. 15th St. #608 Plano, Texas 75075 Office: 972-325-1728 Fax: 972-635-3630 Attn: Jennifer Burk / jennifer.burk@spaceandtimemediaservices.com	NO	0
18	MediaTech Institute 13300 Branch View Lane Dallas, TX 75234 Office: (972)-869-122 http://info.mediatech.edu/media Attn: Brad Ruekberg / brad@mediatech.edu	NO	1
19	Radio One – Alliance for Women in Media 13760 Noel Road Suite 1100 Dallas, Texas 75240 Office: 972-331-5443 Attn: Adella Fremstad-Nolden / afremstad@radio-one.com	NO	0
TOTAL INTERVIEWEES OVER 12 – MONTH PERIOD:			82

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job/career fair	<p>Activity: Job Fair hosted by Media Tech Career</p> <p>Date: July 19, 2022</p> <p>Participating personnel: HR Coordinator</p> <p>Description: The SEU participated in the Job Fair. The event featured a booth and the opportunity to interact with diverse students possessing a wide variety of skills, interests, and educational backgrounds. The SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation was provided with information about Estrella Media, the local stations, and programs.</p>
2	Participate in job/career fair	<p>Activity: Job Fair hosted by Media Tech Career</p> <p>Date: November 10, 2022</p> <p>Participating personnel: HR Coordinator</p> <p>Description: The SEU participated in the Job Fair. The event featured a booth and the opportunity to interact with diverse students possessing a wide variety of skills, interests, and educational backgrounds. The SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation was provided with information about Estrella Media, the local stations, and programs.</p>
3	Training/mentoring program designed to enable station personnel to acquire skills qualifying them for higher level positions	<p>Activity: Training</p> <p>Date: February 2023 through March 2023</p> <p>Participating personnel: Production Director and Receptionist</p> <p>Description: During February 2023 through March of 2023, our SEU's Production Director directly worked with our receptionist to cross-train her in our SEU'S Productions Department as a Production Assistant. The program was focused on maximizing the Receptionist's career development potential, equipping her for a position as a Production Assistant.</p>
4	Participate in job/career fair	<p>Activity: Job Fair hosted by Media Tech Career</p> <p>Date: March 09, 2023</p> <p>Participating personnel: HR Coordinator</p> <p>Description: The SEU participated in the Job Fair. The event featured a booth and the opportunity to interact with diverse students possessing a wide variety of skills, interests, and educational backgrounds. The SEU met with guests of the event to promote the various stations, answer questions related to the event, and encouraged those with an interest in broadcasting to contact the SEU with</p>

		<p>career opportunity inquiries. Presentation was provided with information about Estrella Media, the local stations, and programs.</p>
5	<p>Management-level training regarding equal employment opportunity and preventing discrimination</p>	<p>Activity: “Harassment Prevention Training for All Employees and Supervisors”</p> <p>Dates: March 15, 2023 – March 31, 2023</p> <p>Conducted: On-line via CalChamber</p> <p>Attendees: All SEU staff including supervisors and hiring managers.</p> <p>Description: All employees, supervisors, and hiring managers were required to participate in a 60 minute training program (120 minutes for Supervisors and Hiring Managers) focused on the following objectives: a) raise the level of awareness about Equal Employment Opportunity and the importance on the sensitivity to cultural diversity in the workplace, b) language around the topic of diversity and c) learn the tools necessary to avoid discrimination and work effectively with a diverse employee base.</p>