

**KMPX(TV)¹, KNOR(FM), KBOC(FM),
KZZA(FM), KZMP(AM)
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

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	Bilingual Receptionist	2, 7-9, 12-16	2
2	Radio Production Assistant	2, 7-9, 12-16	7
3	Disc Jockey	7-9, 12-15	7
4	Master Control Operator	1-2, 7-9, 12-16	7
5	Master Control Operator	1-2, 7-9, 12-16	2
6	Disc Jockey	1-2, 7-10, 12-15	2
7	Master Control Operator	5, 7-9, 12-15	5
8	Traffic Assistant	2, 7-10, 12-15	2
9	Promotion Assistant	2, 5, 7-10, 12-15	5
10	National Sales Coordinator	2, 7-10, 12-15	2

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	3
2	Employee Referral	NO	13
3	Non-Employee Referrals	NO	0
4	Former Employee (Re-Hire)	NO	0
5	Internal Transfer/ Promotion	NO	2
6	On-Air Radio Job Announcements (one or more stations)	NO	0
7	Company Website <i>www.estrellamedia.com</i>	NO	25
8	Indeed <i>www.indeed.com</i>	NO	7
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@dccd.edu)	NO	0
11	LinkedIn Corporation (Job board posting) 2029 Stierlin Court Mountain View, CA 94043 (832)524-8001 <i>www.linkedin.com</i>	NO	0
12	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
13	Goodwill Industries of Dallas, Inc. 3020 N. Westmoreland Rd. Dallas, Texas 75212 <i>http://www.goodwilldallas.org</i> Employment Recruiter /Kimberly Coleman - kcoleman@goodwilldallas.org	NO	0
14	Space and Time Media Services 2701 W. 15th St. #608 Plano, Texas 75075 Office: 972-325-1728 Fax: 972-635-3630 Attn: Jennifer Burk / <i>jennifer.burk@spaceandtimemediaservices.com</i>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	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
16	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:			51

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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: Summer Job Fair hosted by Media Tech Institute</p> <p>Date: July 13, 2023</p> <p>Participating personnel: HR Coordinator</p> <p>Description: The SEU participated in the summer job fair hosted by Media Tech Institute. 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. The 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 Institute</p> <p>Date: October 26, 2023</p> <p>Participating personnel: HR Coordinator</p> <p>Description: The SEU participated in the job fair hosted by Media Tech Institute. 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. The 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 2024 through April 2024</p> <p>Participating personnel: Promotions Tech, Promotions Coordinator</p> <p>Description: During February 2024 through April 2024, our SEU's Promotions Coordinator directly worked with our promotions tech to cross-train him in our SEU'S Radio Promotions department as a Promotion Assistant. The program was focused on maximizing the Promotions Tech's career development potential, equipping him for a position within our radio promotions department.</p>
4	Participate in job/career fair	<p>Activity: Job Fair hosted by Media Tech Institute</p> <p>Date: February 29, 2024</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</p>

		<p>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. The presentation was provided with information about Estrella Media, the local stations, and programs.</p>
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