

EEO PUBLIC FILE REPORT

**KRIS COMMUNICATIONS INC. - KRIS-TV, KDF-TV, KAJA-TV, NRIS-TV, KZTV
CORPUS CHRISTI, TX**

April 1, 2016 - March 31, 2017

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	SOURCE OF HIRING	NUMBER INTERVIEWED	NUMBER HIRED
1	Anchor	3/6/2016	6/1/2016	Employee Referral	15	1
2	Producer (News)	5/1/2016	6/6/2016	KRIS.com	13	1
3	Multi Media Journalist	6/1/2016	6/13/2016	KRIS.com	6	1
4	Internet Sales Specialist	6/1/2016	10/10/2016	Employee Referral	4	1
5	Multi Media Operator	7/2/2016	7/25/2016	KRIS.com	4	1
6	Account Executive	10/1/2016	10/10/2016	Employee Referral; Monster; KRISTV; Caller Times	16	7
7	Producer (News)	10/15/2016	11/7/2016	Employee Referral	10	1
8	Camera Operator	11/2/2016	11/22/2016	Employee Referral	4	1
9	Digital Content Producer	11/15/2016	12/27/2016	TV Jobs	8	1
10	Multi Media Journalist	1/10/2017	2/1/2017	KRIS.com	7	1
11	Meteorologist	12/5/2016	2/5/2017	Employee Referral	4	1
12	Internet Content Manager	11/15/2016	2/20/2017	Employee Referral	6	1
13	Producer (Marketing)	1/24/2017	2/21/2017	KRIS.com	4	1
14	Internet Operations Specialist	12/5/2016	3/6/2017	KRIS.com	3	1

KRIS COMMUNICATIONS INC.
April 1, 2016 - March 31, 2017
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
1	Del Mar College 101 Baldwin, Corpus Christi, Texas 78404	Human Resources 361-698-1106		Y
2	NAACP P. O. Box 2921, Corpus Christi, Texas 78403	Terry Mills 361-946-0276		Y
3	LULAC 400 Mann, Suite 513, Corpus Christi, Texas 78401	Linda Ayala 361-883-5134		Y
4	Coastal Bend Workforce 5858 S.P.I.D. Corpus Christi, Texas 78412	Heidi Foss 361-882-7491		Y
5	Southern Careers Institute 2422 Airline, Corpus Christi, Texas 78414	Brenda Rojas 361-857-5700		Y
6	Texas A&M Corpus Christi 6300 Ocean Drive, Corpus Christi, Texas 78412	Sharon Herrera 361-825-2628		Y
7	Texas A&M Kingsville, MSC 178 Dept. of Communications, Kingsville, Texas 78363	Carl A. Saltarelli 361-593-2111		Y
8	University of Texas-El Paso 500 W. University 103 Union Bldg. El Paso, TX 79968	Career Center 915-747-5730		N
9	Texas College 2404 North Grand Ave Tyler, Texas 75702	Career Services 903-592-2342		N
10	Texas Tech University Wiggins Complex-Box 45006 Lubbock, Texas 79409	Career Services 806-742-2474		N
11	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, TX 78228	Career Services 210-431-2231		N
12	Incarnate Word College 4301 Broadway, San Antonio, Texas 78209	Career Services 210-829-6094		N
13	Texas Association of Broadcasters 502 E 11th Street #200 Austin, Texas 78701	Job Bank jobs@tab.org		N
14	Hispanic Chamber of Commerce 615 Upper N. Broadway, Suite 410, Corpus Christi TX 78477	Human Resources 361-887-7408		Y
15	Asian American Chamber of Commerce 1402 N Corinth St. #1070 Dallas, TX 75215	Galileo Jumaoas 972-241-8270		N
16	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr Blvd, Dallas, TX 75215	Marnese Elder 214-421-5510		N
17	Fort Worth Hispanic Chamber of Commerce	John Hernandez		N

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NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
	1327 N Main St, Fort Worth, TX 76164	817-625-1405		
18	Urban League of Austin 8011 A Cameron Road A-100, Austin, TX 78754	Human Resources 512-478-1239		N
19	Julie C. Hester House, Inc. 2020 Solo St. Houston, TX 77020	Human Resources 713-672-4129		N
20	MLK Jr. Community Center 2922 Martin Luther King Jr Blvd; Dallas, TX 75215	Human Resources 214-670-8501		N
21	Houston Minority Business Devt. Center 2302 Fannin St. #165 Houston, TX 77002	Chris Bitton 713-644-3523		N
22	KRIS Communications (KRIS-TV) www.kristv.com	Rebecca Paxton, Bus.Mngr 361-886-6112	11	N
23	Cordillera Communications TV Stations Business Managers	Human Resources Attn: Business Mngr		N
24	Medialine www.medialine.com	Mark Shilstone 800-237-8073		N
25	TVJobs www.tvjobs.com	Mark C. Holloway 760-754-8177	48	N
26	Monster.com www.monster.com	Website 1-800-666-7837	7	N
27	LinkedIn Corporation www.linkedin.com	Website		N
28	Indeed.com www.indeed.com	1-800-475-4361 Website	4	N
29	CC Caller Times Corpus Christi, Texas	Cindy Herrera 361-886-3707	2	N
30	Media Recruiter www.media recruiter.com	Art Scott 303-400-5150		N
31	Employee Referral		32	N

**KRIS COMMUNICATIONS INC.
LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD APRIL 1, 2016 - MARCH 31, 2017**

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	4/19/2016	Participation in events or programs sponsored by educational institutions	Del Mar College Career Fair	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr Melissa Maxey, Business Office Coordinator
2	4/22/2016	Expose station and broadcast industry to public	Workforce Solutions of the Coastal Bend Career Exploration & Job Fair	Recruited applicants for openings	Rebecca Paxton, Business Mngr
3	5/12/2016	Expose station and broadcast industry to public	Workforce Solutions of the Coastal Bend Youth Job Fair	Recruited applicants for openings	Rebecca Paxton, Business Mngr
4	10/5/2016	Participation in events or programs sponsored by educational institutions	Texas A&M University of Corpus Christi	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr
5	11/1/2016	Participation in events or programs sponsored by educational institutions	Del Mar College Career Fair	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr
6	3/1/2017	Participation in events or programs sponsored by educational institutions	Texas A&M University of Corpus Christi	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr

7	Ongoing	Intern program designed to assist members of the community	On-going internship program with TAMUCC and Del Mar College to expose college journalist, communications and broadcasting majors to the TV environment	Career exploration for college students to know what is available for them after graduation	Department Managers
8	Ongoing	Establish internal training program	Jim Doyle & Associates	Sales and client relations training for all account executives and management; encourages skills necessary for personnel advancement	All AE's, Sales Management
9	Monthly	Expose station opportunities to interested parties	Tours for local schools & organizations	Tour by News and Promotions Staff	Department Managers