

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report

April 1, 2006 – March 31, 2007

KLRN-TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee/Recruitment Sources	No. of Interviewees Per Source	Hiree Referral Source
1.	Marketing Assistant	4/10/06	10	Express News KL RN website Employee Referral	7 2 1	KL RN website
2.	Events Assistant	4/20/06	10	Express News KL RN website Employee Referral	7 2 1	Express News
3.	Volunteer Coordinator	5/15/06	10	KL RN Website Express News Active Employee	1 8 1	Internal Promotion
4.	Vice President of Marketing	5/09/06	8	Active Employees Express News Employee Referral Consultant Referral	2 4 1 1	Internal Promotion
5.	Writer	7/10/06	6	KL RN website Express News	2 4	KL RN website
6.	Public Relations Manager	8/16/06	6	Express News Active Employee	4 1	Express News

				Colleague Referral	1	
7.	Writer	10/11/06	5	KL RN website Express News	4 1	Express News
8.	Volunteer Coordinator	12/4/06	13	KL RN website Express News Colleague Referral	3 8 2	KL RN website
9.	Broadcast Maintenance Engineer	1/3/07	3	Express News KL RN website	2 1	Express News
10.	Administrative Assistant	2/5/07	4	Express News	4	Express News

Total number of interviewees for
all full time positions 75

There is also attached hereto a narrative description of the station's Supplement EEO Outreach Activities (Attachment B).

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KL RN TV to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Patrick Lopez, 501 Broadway, San Antonio, TX 78215. KL RN-TV is an Equal Opportunity Employer.

Attachment A

List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	San Antonio Express News	Karen Carter	karenc@express-news.net	210-250-2376	49
2	KL RN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	15
3	University of Texas at San Antonio	Career Services	6900NW Loop 1604 W San Antonio, TX 78249 Myinterfase.com/utsa/employer	210-458-4589	
4	St. Philips College	Career Services	1801 Martin Luther King Dr. San Antonio, TX 78203 www.accd.edu	210-531-3397	
5	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212 www.accd.edu	210-733-2144	
6	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209 myinterfase.com/uiwtx/employer	210-829-3931 Fax 210-829-6094	
7.	Texas Association of Broadcasters Website	Craig Bean	502 E. 11 th Street, Suite 200 Austin, TX 78701	512-322-9944	
8.	Employees Referrals	Patrick Lopez	501 Broadway	210-270-9000	3

			San Antonio, TX 78215 personnel@klm.org		
9.	Trinity University	Career Services	careerservices@trinity.edu	210-999-8321	
10.	Our Lady of the Lake University	Career Services	411 S.W. 24 th Street. UWAC106 San Antonio, TX 78207 myinterfase.com/oll/employer	210-431-3971	
11.	Palo Alto College	L. Ortega	1400 W. Villaret San Antonio, TX www.accd.edu	210-921-5398	
12.	CPB website		Stations.cpb.org/jobline		
13.	St. Mary's University	Career Services Center Shelly Garcia	One Camino Center San Antonio, TX 78228 myinterfase.com/stmary/employer	210-436-3102	
14.	Board Member Referrals	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klm.org	210-270-9000	
15.	Volunteer Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klm.org	210-270-9000	
16.	Non-Employee Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klm.org	210-270-9000	4
17.	Society for Broadcast Engineers	K. Jones	9102 North Meridian Street Suite 150 Indianapolis, IN 46260 www.sbc.org	317-846-9000	
18.	Active Employees	Patrick Lopez	501 Broadway San Antonio, TX 78215	210-270-9000	4

* Asterisk denotes recruitment sources which requested job notification announcements

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Statement of Supplemental EEO Outreach Activities:

KL RN has created two web-based resources designed for high school age students, with a job skills focus. One is an entire site www.careerfest.net designed to introduce students to career tracks with desirable in-demand jobs. Visitors to this site can see "day in the life" streaming video segments about aviation careers at Southwest Airlines, and learn about career opportunities in a total of 16 career areas. This site was implemented and is maintained by KL RN, for use by students, parents and employers in the region.

Another very engaging web resource created and maintained by the station is related to our broadcast of a program "Fresh Cuts." These programs showcase the video works created by area high school and college students, featuring the filmmakers as well as samples of their work. The companion web site has streaming media versions of the videos plus additional information about the students involved.

Both of these sites, in an entertaining and engaging way, engage students in understanding that good jobs don't "just happen" -- they are the product of training, practice and conscientious execution to meet the expectations of their employer. Although the "Fresh Cuts" project is specifically about producing media for broadcast, the Careerfest site actually employs some of the same job skills to convey career information. The Careerfest site has information about several broadcast careers including Broadcast Sound Technician, News Reporter and Director.

The station's Sr. VP of Finance and Administration attended a conference that included training on EEO and discrimination.

The station also hosted tours of the station and gave presentations for various community groups and schools that highlight what the station does for the community as well the various jobs and careers in broadcasting.

The station participates in various job banks and outreach newsletters of media trade groups whose membership includes substantial participation of women and minorities, such as PBS Connect, CPB website, St. Phillips College, Palo Alto College and San Antonio College.

Additionally, the station sends various personnel to a variety of training seminars and conferences that enables staff to acquire skills that can qualify them for higher positions. During the last year some of the conferences attended by personnel were: PBS Development Conference, PBS Technology Conference, NAB, TAB, Ready to Learn Conference, National Center for Outreach Conference, and the Public Broadcasting Management Association Conference. One of the staff members involved in the training was promoted from Public Relations Director to Vice President of Marketing during the past year.

The station has an internship program that places college students in several department areas through out the station. The program requires that the student get college credit for participation. During the past year the station had one intern in each of the following station areas Public Relations and Marketing & Events.