

**KLRN-TV**  
**501 Broadway**  
**San Antonio, Texas 78215**

**EEO Public File Report**  
**April 1, 2011 – March 31, 2012**

**KLRN TV is an Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data**

Position	Job Title and Posted Sources	Date Filled	Total # of People Interviewed	Source which Referred Interviewee/Recruitment Sources	No. of Interviewees per Source	Hiree Referral Source
1.	Executive Vice President and Station	10/01/11	1	Board Referral	1	Board Referral
2.	Educational Activities Coordinator	10/26/11	6	UIW KLRN Website Express News	1 3 2	UIW
3.	Educational Activities Coordinator	11/7/11	6	UIW KLRN Website Express News	1 3 2	KLRN Website
4.	Vice President of Education	11/21/11	13	KLRN Website Express News Internal Candidate	8 2 3	Express News
5.	Webmaster	11/28/11	1	Monster Jobs	1	Monster Jobs
6.	Sales Development Associate	1/3/12	5	Monster Jobs TAB website KLRN Website	1 2 2	KLRN Website
7.	Communications Coordinator	2/1/12	5	KLRN Website Express News UTSA Internal Candidate	2 1 1 1	Internal Candidate

8.	Editor	2/1/12	4	Internal Candidate KLRN Website Express News	1 2 1	KLRN Website

Total number of interviewees: 41

There is attached hereto a list of the recruitment sources utilized by KLRN-TV to include the total number of interviewees referred by each recruitment source (see Attachment A).

For Position No. 1, KLRN-TV used recruitment source Nos. 1, 11-12, 15

For Position No. 2, KLRN-TV used recruitment source Nos. 1-17

For Position No. 3, KLRN-TV used recruitment source Nos. 1-17

For Position No. 4, KLRN-TV used recruitment source Nos. 1-17

For Position No. 5, KLRN-TV used recruitment source Nos. 1-17, 21

For Position No. 6, KLRN-TV used recruitment source Nos. 1-17

For Position No. 7, KLRN-TV used recruitment source Nos. 1-17

For Position No. 8, KLRN-TV used recruitment source Nos. 1-17, 19-21

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 KLRN 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. KLRN-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	P.O. Box 2925 San Antonio, TX 78299-2925 <a href="mailto:karenc@express-news.net">karenc@express-news.net</a>	210-250-2376	8
2	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 <a href="mailto:personnel@klrn.org">personnel@klrn.org</a>	210-270-9000	20
3	University of Texas at San Antonio	Career Services	6900NW Loop 1604 W San Antonio, TX 78249 <a href="http://myinterfase.com/utsa/employer">myinterfase.com/utsa/employer</a>	210-458-4589	1
4.	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212 <a href="http://www.accd.edu">www.accd.edu</a>	210-733-2144	
5	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209 <a href="http://myinterfase.com/uiwtx/employer">myinterfase.com/uiwtx/employer</a>	210-829-3931 Fax 210-829-6094	2
6	Texas Association of Broadcasters Website	Craig Bean	502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701	512-322-9944	2
7.	Trinity University	Career Services	One Trinity Place San Antonio, TX 78212 <a href="mailto:careerservices@trinity.edu">careerservices@trinity.edu</a>	210-999-8321	
8.	Our Lady of the Lake University	Career Services	411 S.W. 24 <sup>th</sup> Street. UWAC106 San Antonio, TX 78207 <a href="http://myinterfase.com/oll/employer">myinterfase.com/oll/employer</a>	210-431-3971	
9.	CPB website	Helpline	<a href="http://Stations.cpb.org/jobline">Stations.cpb.org/jobline</a>	202-879-9600	
10.	St. Mary's University	Career Services Shelly Garcia	One Camino Center San Antonio, TX 78228 <a href="http://myinterfase.com/stmary/employer">myinterfase.com/stmary/employer</a>	210-436-3102	

11.	Yahoo Hotjobs	Karen Carter	P.O. Box 2925 San Antonio, TX 78299-2925 karenc@express-news.net	210-250-2376	
12.	MySa.com	Karen Carter	P.O. Box 2925 San Antonio, TX 78299-2925 karenc@express-news.net	210-250-2376	
13.	Texas Non-Profit Network	Jackie Berretta	P.O. Box 90509 San Antonio, TX 78209 Txnp@txnp.org	210-805-9505	
14.	Monster.com	Helpline	Monster Worldwide, Inc. 622 Third Avenue, 39 <sup>th</sup> Floor New York, NY 10017	212-351-7000	2
15.	Board Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrm.org	210-270-9000	1
16.	Employee Reference	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrm.org	210-270-9000	
17.	Internal Candidate	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrm.org	210-270-9000	5
18.	Volunteer Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrm.org	210-270-9000	
19.	Diversity Inc.	Karen Carter	P.O. Box 2925 San Antonio, TX 78299-2925 karenc@express-news.net	210-250-2376	
20.	TV Jobs.com	info@tvjobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	800-374-0119	
21.	Creative Jobs Central	support@creativejobscentral.com	325 West 38 <sup>th</sup> St. New York, NY 10018	646-202-9537	

\* Asterisk denotes recruitment sources which requested job notification announcements

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**Statement of Supplemental EEO Outreach Activities:**

KLRN has created a very engaging web resource created and maintained by the station related to our broadcast of the program "Fresh Cut." 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 project this past year, the 10<sup>th</sup> annual, was produced in partnership with SAFILM. The companion web site has streaming media versions of the videos plus additional information about the students involved.

The site, in an entertaining and engaging way, engages 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. The "Fresh Cut" project is specifically about producing video media.

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. Some of the tours also highlighted 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 Annual Conference, PBS Technology Conference, Public Broadcasting Management Association Conference, Non-Profit Organizations Conference, NAB, TAB, ISTE, NAEYC, TCEA, TAEYC, NECC, Congress on Children Conference, TRAC Media Workshop, and a Child Development Conference.

The station has an internship program available that places college students in several department areas through-out the station. The program requires that the student receive college credit for participation. During the past year, the station had an intern in the education department as part of this program.