

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2015 – March 31, 2016

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.	Broadcast Operator	7/13/15	8	KLRN Website TAB TVjobs.com Indeed Website	5 1 1 1	Indeed Website
2.	Early Childhood Services Manager	10/1/15	3	Staff Referral KLRN Website	1 2	KLRN Website
3.	Grant Writer	11/30/15	2	Staff Referral KLRN Website	1 1	Staff Referral
4.	Sales Assistant	12/11/15	2	Staff Referral Express News	1 1	Staff Referral

5.	Institutional Advancement Associate	2/27/16	5	Texas Non Profit Website KLRN Website Indeed Website	1 3 1	KLRN Website
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Total number of interviewees: 20

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

Recruitment sources utilized by position, set forth on Attachment A.

Position	Job Title	Sources Utilized for Interviewee/Recruitment
1.	Broadcast Operator	1-12, 14-19
2.	Early Childhood Services Manager	1-19
3.	Grant Writer	1-12, 14-18
4.	Sales Assistant	1-12, 14-18
5.	Institutional Advancement Associate	1-12, 14-18

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.

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	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 mvadillez@express-news.net	210-250-2317	1
2	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	11
3	University of Texas at San Antonio	Career Services	6900NW Loop 1604 W San Antonio, TX 78249 myinterfaase.com/utsa/employer	210-458-4589	
4	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212 www.accd.edu	210-733-2144	
5	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209 myinterfase.com/uiwtx/employer	210-829-3931 Fax 210-829-6094	
6	Texas Association of Broadcasters Website	Craig Bean	502 E. 11 th Street, Suite 200 Austin, TX 78701	512-322-9944	1
7	Trinity University	Career Services	One Trinity Place San Antonio, TX 78212 careerservices@trinity.edu	210-999-8321	
8	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	
9	CPB website	Helpline	Stations.cpb.org/jobline	202-879-9600	
10	St. Mary's University	Career Services Center Shelly Garcia	One Camino Center San Antonio, TX 78228 myinterfase.com/stmary/employer	210-436-3102	

11	Yahoo Hotjobs	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 mvadillez@express-news.net	210-250-2317	
12	MySa.com	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 <u>mvadillez@express-news.net</u>	210-250-2317	
13	Bexar Necessities	bexarnec@lists.kinetic-data.com	United Way of San Antonio 700 South Alamo San Antonio, TX 78205	210-352-7000	
14	Indeed.com	pr@indeed.com	7501 N. Capital of Texas Hwy Building B Austin, Texas 78731	512-459-5300	2
15	Monster.com	Helpline	Monster Worldwide, Inc. 622 Third Avenue, 39 th Floor New York, NY 10017	212-351-7000	
16	Texas Non-Profit Network	Jackie Berretta	P.O. Box 90509 San Antonio, TX 78209 Txnp@txnp.org	210-805-9505	1
17	Internal Candidate	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrn.org	210-270-9000	
18.	Staff Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrn.org	210-270-9000	3
19	TV Jobs.com Broadcast Employment Services	info@tvjobs.com	P.O. Box 4116 Oceanside, CA 92052 TVjobs.com	800-374-0119	1

- Asterisk denotes recruitment sources which requested job notification announcements

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Statement of Supplemental EEO Outreach Activities:

The station hosted tours of the station and gave presentations for a variety of community groups and schools that highlight what the station does for the community as well the various jobs and careers in broadcasting. The station made presentations to several community organizations that highlighted what the station does and its role in the community, such as Leadership SA.

The station participates in various job banks of media trade groups whose membership includes substantial participation of women and minorities, such as the CPB website and the Alamo Community College District (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, Public Media Business Association Conference, BBC Showcase, Public Television Programmer's Association, TAB, NAEYC, TAEYC, Congress on Children Conference, and TRAC Media Workshop. Senior staff attending these conferences attended sessions addressing diversity. Two of the staff members involved in the training during the past year were promoted to Director positions during the year.

The station has an internship program available that places college students in department areas through-out the station. The program requires that the student receive college credit for participation. During the past year, the station had two interns in the education department, one in the programming department and one in the production department as part of this program. In addition the station participated in the City of San Antonio's Ambassador Internship program. The program sponsors college interns each summer with local business, giving students exposure to a variety of careers available in the city. This past year the station had 2 interns over the summer that interned under the program, both in our education department.