

KAZD(TV)
EEO PUBLIC FILE REPORT
April 1, 2012 to March 31, 2013

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
ACCOUNT EXECUTIVE	2, 4-7, 9-10	2
ACCOUNT EXECUTIVE	2, 4-7, 9	6
ACCOUNT EXECUTIVE	2, 4-7, 9-10	2
SALES ASSISTANT	2, 4-6, 9, 11-12	12
MASTER CONTROL OPERATOR	2, 4, 6-7, 9-10	7
MASTER CONTROL OPERATOR	2, 4, 6-7, 9-10	2
TRAFFIC SPECIALIST	2, 4-7, 9	9

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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 12-month period
1	On-Air Announcements	N	0
2	Word-of-Mouth Referral	N	7
3	Broadcast Employment Services www.tvjobs.com	N	0
4	Insperity 4600 Regent Blvd., Suite 100 Irving, TX 75063 (800) 303-9611 e-mail: myhires@administaff.com www.insperity.com (PEO)	N	8
5	Internal Posting www.HR@uvmtnv.com (internal website)	N	1
6	Career Builder www.careerbuilder.com	N	5
7	Monster.com www.monster.com	N	2
8	Craigslist http://sfbay.craigslist.org/	N	0
9	Texas Association of Broadcasters (TAB) www.tab.org	N	0
10	Walk-In/Self-Referral	N	3
11	Rehire (Former Employee)	N	0
12	UVM Corporate Website http://www.uvmtnv.com/hr.html	N	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			29

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in community event/program which assists in the dissemination of information about careers in broadcasting	On April 28, 2012, the station participated in the Faith Family Academy 5th Annual Community Health and Wellness Fair in Dallas, TX, which is open event for the community to create awareness about the important health topics that are crucial for our community. Our station provided visitors with information and opportunities relating to the employment at the station. Station participants included our Director of Marketing and Promotions and Production Manager.
2	Participate in community event/program which assists in the dissemination of information about careers in broadcasting	On April 27-28, 2012, the station participated in the Real Texas Festival in Mesquite, TX Texas, which is a rodeo and music event. Our station provided visitors with information and opportunities relating to the employment at the station. Station participants included our Director of Marketing and Promotions, our Production Manager and Production assistant.
3	Participate in community event/program which assists in the dissemination of information about careers in broadcasting	On May 5, 2012, the station participated in the Cinco de Mayo Festival in Dallas, TX, which features food, vendors, and music and benefits the South East Chamber of Commerce. Our station provided visitors with information and opportunities relating to the employment at the station. Station participants included our Director of Marketing and Promotions and Production Manager.
4	Participate in job fair	On March 19, 2013, the station participated in the NAACP Diversity Career Fair in Dallas, TX. The station served as a media sponsor and active participant in the career fair. Station participants include our HR Manager and Marketing and Promotions Assistant who met with active job seekers and provided face-to-face time with interested attendees.
5	Internship Program	During February-May 2013, our station hosted an intern from Dallas Baptist University. Supervised by our Marketing & Production Manager, the intern assisted with social media activities.

