

ANNUAL PUBLIC FILE EEO REPORT

KVDA-DT

APRIL 1, 2011 TO MARCH 31, 2012

1. Full-time vacancies summary for current reporting period:

18 (EIGHTEEN) INTERNAL POSITIONS WERE AVAILABLE DURING THIS TIME:

**One (1) News Director for KVDA
One (1) News Producer for KVDA
One (1) News Anchor/Writer/Reporter for KVDA
One (1) Weather/Entertainment/VJ Reporter for KVDA
One (1) Sports Reporter/Anchor/VJ for KVDA
One (1) News ENG Cam/Editor & Live Truck Operator for KVDA
Two (2) Technical Directors for KVDA
Four (4) News Reporters/VJ for KVDA
Four (4) Master Control Operators for KVDA
Two (2) Account Executives for KVDA**

2. A total of 147 interviewees were interviewed for the Eighteen full-time vacancies during the period of April 1, 2011 to March 31, 2012.
3. Broad Outreach Summary:
 - a. All postings were placed on Craigslist website and Company Website.
 - b. All News postings were placed on KVDA-TV, local Radio stations like BMP Radio group & Radio Formula, local Newspapers like La Prensa and San Antonio Express News Help Wanted notices as well San Antonio Association of Hispanic Journalist membership email.
4. Activities and Events in which KVDA participated as part of Broad Outreach:
 - a. December 5, 2011 – Holiday Lighting Avenide Guadalupe Assoc
 - b. March 11, 2011 – South San Antonio Chamber of Commerce Networking Breakfast
5. Supplemental Recruitment Efforts Include:
 - a. Career Fair October 2011: at the International Academy of Design & Technology (IADT).

- b. Career Fair February 2011: at the Omni Hotel, San Antonio. Organized by National Career Fairs.
- c. Career Fair March 2011: at the Construction Group, San Antonio. Organized by San Antonio Youth Summit.
- d. San Antonio Youth Summit: participated in fund-raising, the organization and promotion of this career oriented event for High School students about to enter the workforce (April 2011).

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: NEWS DIRECTOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Word of Mouth – notified by Friend

Total Number of Interviewees: 8

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: NEWS PRODUCER

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Web

Total Number of Interviewees: 3

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: NEWS ANCHOR/ WRITER/ REPORTER

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Candidate contacted station directly starting 2009

Total Number of Interviewees: 5

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: WEATHER ENTERTAINMENT/VJ REPORTER

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Career Builder and proactive communication with station_____

Total Number of Interviewees: 9

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: SPORTS REPORTER/ ANCHOR/ VJ

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Relative - Sister

Total Number of Interviewees: 2

Number of Internal Applicants that were considered: 1

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: NEWS ENG CAM/ EDITOR & LIVE TRUCK OPERATOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Former Manager & KVDA Station Personnel

Total Number of Interviewees: 2

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: TECHNICAL DIRECTOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Internal Candidates – KVDA Station Manager

Total Number of Interviewees: 5

Number of Internal Applicants that were considered: 2

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: NEWS REPORTER/ VJ

**Recruitment Source
That Referred**

Ultimate Hire (if Any): KXTX-TV, Internal, KVDA on air advertisement (2)

Total Number of Interviewees: 34

Number of Internal Applicants that were considered: 1

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: MASTER CONTROL OPERATOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Station Personnel

Total Number of Interviewees: 14

Number of Internal Applicants that were considered: 5

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: ACCOUNT EXECUTIVE

**Recruitment Source
That Referred**

Ultimate Hire (if Any): No Hire

Total Number of Interviewees: 8

Number of Internal Applicants that were considered: 0