

ANNUAL PUBLIC FILE EEO REPORT

KVDA-DT

APRIL 1, 2009 TO MARCH 31, 2010

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

10 (ten) INTERNAL POSITIONS WERE AVAILABLE DURING THIS TIME:

**One (1) General Manager for KVDA
One (1) Marketing Coordinator for KVDA
One (1) Commercial Producer for KVDA
One (1) Master Control Operator for KVDA
One (1) Sales Assistant for KVDA
One (1) Associate Account Executive for KVDA
Four (4) Account Executives for KVDA**

2. A total of 41 interviewees were interviewed for the 10 full-time vacancies during the period of April 1, 2009 to March 31, 2010.
3. Broad Outreach Summary:
 - a. All postings were placed on Craigslist website and Company Website.
 - b. No need to post public notice looking for recruiting sources in the local San Antonio Newspaper.
4. Activities and Events in which KVDA participated as part of Broad Outreach:
 - a. August 12, 2009 – KVDA Viewer Event at Potosino’s Restaurant
 - b. September 12, 2009 – 16 de Septiembre Parade & Celebration
 - c. September 16, 2009 – Avenida Guadalupe Gala Celebration
 - d. October 1, 2009 – ZGS Launch Party & Fall Programming Event
 - e. October 13, 2009 – Hispanic Leadership Council conference
 - f. December 2, 2009 – San Antonio Young Leaders Meeting
 - g. December 3, 2009 – San Antonio Chamber of Commerce Networking Breakfast
 - h. December 10, 2009 – San Antonio Chamber of Commerce Gala
 - i. January 18, 2010 – San Antonio Youth Summit Meeting
 - j. January 21, 2010 – Proyecto Divina Fashion Show
 - k. January 28, 2010 – San Antonio River Foundation Meeting
 - l. January 29, 2010 – Hispanic Chamber of Commerce Gala

- m. February 10, 2010 – San Antonio Youth Summit Fundraiser at WineStyles at the RIM
 - n. March 11, 2010 – South San Antonio Chamber of Commerce Networking Breakfast
5. Supplemental Recruitment Efforts Include:
- a. 16 de Septiembre Event with Avenida Guadalupe Association: discussions with career seekers about broadcast positions available at the station (Sept 2009).
 - b. 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 (Jan thru March 2009).
 - c. Project Divina in coordination with the International Academy of Design and Technology: organized student design contest in partnership with the International Academy of Design and Technology. Presented and promoted student designs on air. Discussed available broadcast positions with career seekers (Dec 2008 thru Jan 2009).

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

Station: KVDA

Job Title: General Manager

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Company Website

Total Number of Interviewees: 4

Number of Internal Applicants that were considered: 1

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

Station: KVDA

Job Title: Marketing Coordinator

**Recruitment Source
That Referred
Ultimate Hire (if Any):** Internal Hire

Total Number of Interviewees: 3

Number of Internal Applicants that were considered: 1

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

Station: KVDA

Job Title: Commercial Producer

**Recruitment Source
That Referred
Ultimate Hire (if Any):** Internal Hire

Total Number of Interviewees: 3

Number of Internal Applicants that were considered: 1

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

Station: KVDA

Job Title: Master Control Operator

**Recruitment Source
That Referred
Ultimate Hire (if Any):** Craigslist

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: Sales Assistant

**Recruitment Source
That Referred
Ultimate Hire (if Any):** Craigslist

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: Associate Account Executive

**Recruitment Source
That Referred
Ultimate Hire (if Any):** Internal Hire

Total Number of Interviewees: 3

Number of Internal Applicants that were considered: 1

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

Station: KVDA

Job Title: Account Executive

**Recruitment Source
That Referred
Ultimate Hire (if Any):** Craigslist

Total Number of Interviewees: 20

Number of Internal Applicants that were considered: 2