

ANNUAL PUBLIC FILE EEO REPORT

KVDA-DT

APRIL 1, 2010 TO MARCH 31, 2011

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

7 (SEVEN) INTERNAL POSITIONS WERE AVAILABLE DURING THIS TIME:

One (1) Traffic Manager for KVDA
One (1) Marketing Coordinator for KVDA
One (1) Master Control Operator Full-Time for KVDA
Two (2) Sales Assistants for KVDA
Two (2) Account Executives for KVDA

2. A total of 37 interviewees were interviewed for the 7 full-time vacancies during the period of April 1, 2010 to March 31, 2011.
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. September 18, 2010 – 16 de Septiembre Parade & Celebration
 - b. February 24, 2010 - KVDA Viewer Event at El Fogon Restaurant
 - c. March 11, 2011 – South San Antonio Chamber of Commerce Networking Breakfast
5. Supplemental Recruitment Efforts Include:
 - a. Career Fair September 2010: 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. 16 de Septiembre Event with Avenida Guadalupe Association: discussions with career seekers about broadcast positions available at the station (Sept 2010).

- e. 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 (February 2011).

**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: 8

Number of Internal Applicants that were considered: 2

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

Station: KVDA

Job Title: Traffic Manager

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

Total Number of Interviewees: 1

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: Master Control Operator

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

Total Number of Interviewees: 5

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: Sales & Traffic Assistant

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

Total Number of Interviewees: 9

Number of Internal Applicants that were considered: 3

**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: 14

Number of Internal Applicants that were considered: 0