

KGNS, LAREDO CW AND TELEMUNDO LAREDO  
EEO PUBLIC FILE REPORT  
April 1, 2012 – March 31, 2013<sup>1</sup>

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Morning Show Anchor/Reporter	4, 6	4
News Reporter/Photojournalist	6	6
Assignment Desk Editor	6	6
News Director	1, 5, 6, 9	6
Creative Services Editor/Videographer	2, 5	2
News Reporter	1, 3	1
Marketing Consultant	3	3
Creative Services Producer	2, 7	7
Receptionist	1, 2, 3, 8	2
Morning Photographer	3, 4, 5	4
Photographer	2, 3, 4	4
Chief Photographer	4	4

<sup>1</sup>The report reflects data collected from April 1, 2012 to March 31, 2013.

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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	KGNS Employment <a href="http://www.pro8news.com/employment">www.pro8news.com/employment</a>	No	6
2	Word of Mouth Referrals	No	4
3	Walk In/Self Referral	No	7
4	KGNS station Bulletin Board	No	4
5	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a>	No	6
6	TV Jobs Broadcast Employment Services <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	27
7	Texas A&M International University	No	1
8	Manpower	No	1
9	Medialine.com	No	1
<b>Total Interviewees Over 12-Month Period</b>			<b>57</b>

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participated in Job Fair	Laredo Community College hosted a job fair on April 11, 2012. Management team consisting of General Manager Carlos Salinas, Sales Manager Juan Cue, Creative Services Manager Ramiro Saucedo and Production Manager Jose Luis Salinas assisted students by giving them information regarding the broadcast industry and accepting applications for available positions.
2	Participated in Job Fair	A job fair was hosted by Workforce Solutions at the National Guard Armory on November 11, 2012. Management team consisting of General Manager Carlos Salinas, Sales Manager Juan Cue, Creative Services Manager Ramiro Saucedo and Production Manager Jose Luis Salinas assisted veterans by giving them information regarding the broadcast industry and accepting applications for available positions.
3	Participated in Job Fair	Laredo Community College hosted a job fair on March 6, 2013. Management team consisting of General Manager Carlos Salinas, Sales Manager Juan Cue, Creative Services Manager Ramiro Saucedo and News Director Teresa Wells assisted students by giving them information regarding the broadcast industry and accepting applications for available positions.
4		
5		