

KGNS – TV
EEO PUBLIC FILE
REPORT
APRIL 1, 2011
thru
MARCH 31, 2012

Prepared April 1, 2012

KGNS, LAREDO CW AND TELEMUNDO LAREDO
EEO PUBLIC FILE REPORT
April 1, 2011 – March 31, 2012¹

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Creative Services Editor/Videographer	1, 4, 8	8
Creative Services Producer	1, 2, 4, 9	2
Sales – Marketing Consultant	1, 2, 9	9
Weekend Producer/Reporter	2, 6	6
News Reporter	2, 6	2
Photographer	2, 3, 4, 9	4
Photographer	1, 2	2
Creative Services Editor/Videographer	1, 4	4
Weekend Sports/News Reporter	6, 10	6
Sales – Marketing Consultant	1, 2, 3	1
Weekend Producer/Reporter	3, 6	3
Production Assistant	1, 2, 3, 9	2
Production Assistant	1, 2, 3, 9	2
Sports Director/Anchor	4	4

¹The report reflects data collected from April 1, 2011 to March 31, 2012.

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II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
1	KGNS Employment www.pro8news.com/employment	No	12
2	Word of Mouth Referrals	No	19
3	Walk In/Self Referral	No	5
4	KGNS station Bulletin Board	No	4
5	Texas Association of Broadcasters www.tab.org	No	0
6	TV Jobs Broadcast Employment Services www.tvjobs.com	No	11
7	Laredo Community College Job Fair	No	0
8	Laredo Bucks Job Fair	No	1
9	Texas A&M International University	No	3
10	Private Talent Agencies	No	2
Total Interviewees Over 12-Month Period			57

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III Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participated in Job Fair	Laredo Bucks Hockey Organization, in conjunction with Staff Connection, hosted a job fair on March 9, 2012. Management team consisting of General Manager Carlos Salinas, Production Manager Jose Luis Salinas, Creative Services Manager Ramiro Saucedo assisted interested persons by giving them information regarding the broadcast industry and accepting applications for available positions. Further promoted our presence at this job fair through Twitter accounts.
2	Internships	KGNS opens its doors to students who would be interested in gaining experience in the broadcasting industry. Most interns would receive grade credits or college credit for their time spent at the station. During the past year, interns have come from: <ol style="list-style-type: none"> 1. A local university – interned from January thru May 2011
3	Participated in Job Fair	Laredo Community College hosted a job fair on April 11, 2011. Management team consisting of General Manager Carlos Salinas, Sales Manager Juan Cue, Creative Services Manager Ramiro Saucedo assisted students by giving them information regarding the broadcast industry and accepting applications for available positions.
4	Participated in Job Fair	Laredo Bucks Hockey Organization, in conjunction with Staff Connection, hosted a job fair on November 5, 2011. Management team consisting of General Manager Carlos Salinas, Production Manager Jose Luis Salinas, Creative Services Manager Ramiro Saucedo assisted interested persons by giving them information regarding the broadcast industry and accepting applications for available positions. Further promoted our presence at this job fair through Twitter accounts.