

KGNS-TV  
EEO PUBLIC FILE REPORT  
April 1, 2009 – March 31, 2010<sup>1</sup>

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data<sup>2</sup>

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Anchor	1, 2, 5, 6, 7, 8, 11, 13-16, 18-52	8
Marketing Consultant	1, 2, 3, 4, 5, 9, 10, 11-16, 18-52	4
Marketing Consultant	1, 2, 3, 4, 5, 9, 10, 11-16, 18-52	4
Morning Show Producer	1, 2, 3, 5, 6, 7, 8, 11-16, 18-52	3
Technical Director	1, 2, 3, 5, 11-16, 18-52	5
Weekend Sports Anchor/Reporter	1, 2, 5, 8, 11-16, 18-52	5
Sports Anchor/Reporter	1, 2, 5, 6, 7, 8, 11, 13, 14, 18-21, 24-26, 28, 29, 31, 36-47, 49, 50, 52	5
Production Assistant/Technical Director	2, 3, 5, 11-14, 17-21, 24-26, 29, 31, 36-44, 46, 47, 49, 50, 52	5

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<sup>1</sup> This report reflects data collected from March 22, 2009 to March 21, 2010.

<sup>2</sup> See Section II concerning for information concerning when sources were entitled to receive vacancy notifications. For all jobs listed on this report, the station notified all sources that were entitled to receive notifications at the time of outreach.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)<sup>3</sup>

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/newsdept">www.pro8news.com/employment/newsdept</a>	No	6
2	KGNS/The Laredo CW/Telemundo Laredo Commercial Spots	No	3
3	Word of Mouth Referrals	No	6
4	Walk In/Self Referral	No	7
5	Internal Posting/Candidate	No	12
6	Media Line <a href="http://www.medialine.com">www.medialine.com</a>	No	1
7	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a>	No	1
8	TV Jobs Broadcast Employment Services <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	11
9	Workforce Solutions of South Texas Job Fair (See Section III)	No	4
10	Laredo Community College Job Fair (See Section III)	No	3
11	TAMU Career Services 5201 University Blvd Laredo, TX 78041 Phone: 326-4473 Fax: 326-2259 <a href="mailto:careerservices@tamiu.edu">careerservices@tamiu.edu</a>	Yes	5
12	Workforce Solutions of South Texas	No	5
13	Adecco Employment Services Corina Garcia 6202 McPherson Ste 6 Laredo, TX 78041 Phone: 795-1960 Fax: 765-0732 <a href="mailto:corina.garcia@adeccona.com">corina.garcia@adeccona.com</a>	Yes	0
14	Business & Technology Magnet School 4001 Ave. Los Presidentes Laredo, TX 78046 Phone: 473-5440	Yes	0

<sup>3</sup> Sources listed in this section as being entitled to notification became so entitled after July 2009.

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
15	Catholic Social Services Roxanne B. Guerra P.O. Box 3305 Laredo, TX 78044 Phone: 722-2443 Fax: 725-2238	No	0
16	Centro De Servicios Sociales Aztlan Consuelo Salazar 406 Scott St. Laredo, TX 78040 Phone: 722-6244 Fax: 724-5458 <a href="mailto:cg_salazar@sbcglobal.net">cg_salazar@sbcglobal.net</a>	No	0
17	Kaplan College Placement Department. 6410 McPherson Laredo, TX 78041 Phone: 717-5909 Fax: 728-1662 <a href="mailto:vsaenz@kaplan.edu">vsaenz@kaplan.edu</a>	Yes	0
18	Cigarroa High School Anna Benavidez 2600 Zacatecas Laredo, TX 78046 Phone: 795-3800 Fax: 795-3814 <a href="mailto:ananez@laredoisd.org">ananez@laredoisd.org</a>	Yes	0
19	Davis, Christina 1659 Drew Circle #2069 Davis, CA 95618 <a href="mailto:csdavis@ucdavis.edu">csdavis@ucdavis.edu</a>	Yes	0
20	Early College High School Jose Cerda 5201 University Blvd Laredo, TX 78041 Phone: 728-5840 Fax: 795-8185 <a href="mailto:echs@tamiu.edu">echs@tamiu.edu</a>	Yes	0
21	Engineering Magnet School send to United High 8800 N. McPherson Laredo, TX 78045 Phone: 473-5627	Yes	0

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22	Goodwill Industries Workforce Develop. Leandro Martinez 5901 San Dario Laredo, TX 78041 Phone: 791-3200 Fax: 795-1702 <a href="mailto:lmartinez@goodwillusa.org">lmartinez@goodwillusa.org</a>	No	0
23	Health & Sciences Magnet School Imelda Martinez 3600 E. Del Mar Blvd Laredo, TX 78041 Phone: 473-5867 Fax: 473-5998 <a href="mailto:imartinez@unitedisd.org">imartinez@unitedisd.org</a>	No	0
24	J B Alexander High School Bertha Lopez 3600 E. Del Mar Blvd Laredo, TX 78041 Phone: 473-5800 Fax: 473-5984 <a href="mailto:blopez3@unitedisd.org">blopez3@unitedisd.org</a>	Yes	0
25	Kelly Services Amanda Barrera 709 E. Calton Laredo, TX 78041 Phone: 724-5324 Fax: 712-2085 <a href="mailto:barrea4@kellyservices.com">barrea4@kellyservices.com</a>	Yes	0
26	L B J High School Marisela Botello 5626 Cielito Lindo Laredo, TX 78046 Phone: 473-5100 Fax: 473-5226 <a href="mailto:mbotello1@unitedisd.org">mbotello1@unitedisd.org</a>	Yes	0
27	Labor Ready Victoria Suboyu 2601 E. Saunders Ste 10 Laredo, TX 78041 Phone: 728-9800 Fax: 728-9801 <a href="mailto:vsuboyu@laborready.com">vsuboyu@laborready.com</a>	No	0

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
28	LCC Adult Education Program Jessica Garcia West End Washington Laredo, TX 78040 Phone: 721-5436 Fax: 764-5936	Yes	0
29	LCC Employment Assistant Services Margie Moncibais-Sanchez West End Washington Laredo, TX 78040 Phone: 721-5461 Fax: 721-5462 <a href="mailto:msanchez@laredo.edu">msanchez@laredo.edu</a>	Yes	0
30	Leadership Laredo Association Miguel Conchas P.O. Box 790 Laredo, TX 78042 Phone: 722-9895 Fax: 791-4503 <a href="mailto:chamber@laredochamber.com">chamber@laredochamber.com</a>	No	0
31	Link Staffing Services Manuel Garza 6419 McPherson Laredo, TX 78041 Phone: 724-1663 Fax: 724-1885 <a href="mailto:migarza@linkstaffing.com">migarza@linkstaffing.com</a>	Yes	0
32	LISD Human Resources Ernesto Guajardo 1702 Houston Laredo, TX 78040 Phone: 795-3215 <a href="mailto:humanresources@lisd.org">humanresources@lisd.org</a>	No	0
33	LULAC Council #12 Sammy Moreno 1613 Hidalgo Laredo, TX 78040 Phone: 723-4100	No	0
34	LULAC Council #624 Luis Dovalina 4601 Juarez Laredo, TX 78041 Phone: 725-8522 Fax: 725-0786	No	0

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
35	LULAC Council #7 Rolando Gonzalez 206 Mayberry Laredo, TX 78041 Phone: 722-7068	No	0
36	Workforce Solutions for South Texas Workforce Center 2389 E. Saunders Laredo, TX 78041 Phone: 794-6500 Fax: 726-1475 <a href="mailto:ruth.dominguez@twc.state.tx.us">ruth.dominguez@twc.state.tx.us</a>	Yes	0
37	Manpower Elizabeth Saldivar 9902 McPherson Laredo, TX 78045 Phone: 717-0040 Fax: 866- 667-9486 <a href="mailto:elizabeth.saldivar@manpower.com">elizabeth.saldivar@manpower.com</a>	Yes	0
38	Martin High School Guidance Dept. 2002 San Bernardo Laredo, TX 78040 Phone: 795-3850 Fax: 795-3860 <a href="mailto:ecrodriguez@laredoisd.org">ecrodriguez@laredoisd.org</a>	Yes	0
39	Motivation//Education Training Lauro Garcia 2389 E. Saunders Laredo, TX 78041 Phone: 722-3943 Fax: 722-7508 <a href="mailto:laredo@metinc.org">laredo@metinc.org</a>	Yes	0
40	Nixon High School Adriana Laurel 2000 Plum Laredo, TX 78043 Phone: 795-3849 Fax: 795-3844 <a href="mailto:alaurel@elisd.org">alaurel@elisd.org</a>	Yes	0

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41	South Texas Development Council Amando Garza 1002 Dicky Lane Laredo, TX 78043 Phone: 722-3995 Fax: 722-2670 <a href="mailto:agarza@stdc.cog.tx.us">agarza@stdc.cog.tx.us</a>	Yes	0
42	St. Augustine High School Frances Wawroski Vice Principal 1300 Galveston Laredo, TX 78040 Phone: 724-8131 Fax: 725-9241 <a href="mailto:fwawroski@st-augustine.org">fwawroski@st-augustine.org</a>	Yes	0
43	Staff Force Lauro Soto 1505 Calle Del Norte Ste100 Laredo, TX 78041 Phone: 712-1150 Fax: 712-1072	Yes	0
44	Webb County Public Information Office Larry Sanchez 1000 Houston 1st Floor Laredo, TX 78040 Phone: 523-4999 Fax: 523-5151 <a href="mailto:larrysanchez@webbcounty.tx.gov">larrysanchez@webbcounty.tx.gov</a>	No	0
45	Texas Careers Placement Dept. 6410 McPherson Laredo, TX 78041 Phone: 717-5909 Fax: 728-1662 <a href="mailto:ecastaneda@texascareers.com">ecastaneda@texascareers.com</a>	No	0
46	Texas Dept. of Human Resources Terry Werth 3804 Casa Blanca Rd Laredo, TX 78041 Phone: 718-0250 Fax: 718-0203 <a href="mailto:terri.werth@hhsc.state.tx.us">terri.werth@hhsc.state.tx.us</a>	Yes	0

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47	TMC--formerly Texas Migrant Council Richard Perales 5215 McPherson Laredo, TX 78041 Phone: 722-5174 Fax: 724-2558 <a href="mailto:richard.perales@tmc.state.tx.us">richard.perales@tmc.state.tx.us</a>	Yes	0
48	UISD Human Resources David Garcia 301 Lindenwood Dr. Laredo, TX 78045 Phone: 473-6254 Fax: 473-6303 <a href="mailto:dgarcia@uisd.net">dgarcia@uisd.net</a>	No	0
49	United High School Patty Martinez 8800 N. McPherson Laredo, TX 78045 Phone: 473-5670 Fax: 473-1980 <a href="mailto:pmartinez@unitedisd.org">pmartinez@unitedisd.org</a>	Yes	0
50	United South High School Erica Garcia 4001 Ave. Los Presidentes Laredo, TX 78046 Phone: 473-5400 Fax: 473-5599 <a href="mailto:ebgarcia@unitedisd.org">ebgarcia@unitedisd.org</a>	No	0
51	Vietnam Veteran Center Sonia Chavera 6020 McPherson Ste 1 A Laredo, TX 78041 Phone: 723-4680 Fax: 723-9144 <a href="mailto:sonia.chavera@va.gov">sonia.chavera@va.gov</a>	No	0
52	VMT School of Communications & Fine Arts Guidance Dept. 820 Main Laredo, TX 78040 Phone: 795-3325 Fax: 795-3330 <a href="mailto:dpentecost@laredoisd.org">dpentecost@laredoisd.org</a>	Yes	0
<b>Total Interviewees Over Reporting Period:</b>			<b>64</b>



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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participated in Job Fair	The station participated in the City of Laredo and Workforce Solutions of South Texas job fair on September 22, 2009 at the Laredo Civic Center in Laredo, TX. Station representatives made themselves available to those seeking employment opportunities and more information regarding the station. Station participants included General Manager, Production Manager, News Director and Sales Manager
2	Internship Programs	KGNS-TV 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, student interns included the following: <ul style="list-style-type: none"> <li>- A student from a local university, who interned from September 2009 through December 2009.</li> <li>- A student from a local community college, who is interning from January 2010 thru May 2010.</li> <li>- A student from a local university, who is interning from January 2010 thru May 2010.</li> </ul>
3	Participated in Job Fair	The station participated in the Laredo Community College job fair on April 7, 2009 on the LCC campus in Laredo, TX. Station representatives assisted students by giving them information regarding the broadcast industry and accepting applications for available positions. Station participants included General Manager, Production Manager, News Director, Sales Manager, and Business Manager.
4	Participated in Job Fair	The station participated in a job fair hosted by Staff Connection and the Laredo Bucks Hockey Organization on March 20, 2010 at Laredo Energy Arena in Laredo, TX. Station representatives assisted interested persons by giving them information regarding the broadcast industry and accepting applications for available position, and further promoted their presence at the fair using Twitter. Station participants included General Manager, Production Manager, and Business Manager.
5	Activity Designed to Provide Information Concerning Broadcasting and Broadcast Employment	From June 2009 through July 2009, the station participated in the Summer Youth Employment Program through Workforce Solutions of South Texas. Eight young adults were assigned to the station so as to gain work experience. The participants were assigned to different positions throughout the station, including graphic editor, production assistant, engineering assistant, news editors, and clerical positions.