

**KGNS-TV**  
**EEO PUBLIC FILE REPORT**  
April 1, 2018- March 31, 2019

**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
Multimedia Journalist	1-5,7,10,11	3
News Anchor/MMJ	1-5,7,10,11	4
News Producer	1-5,7,10,11	11
Photographer/Editor	1-5,7,10,11	4
Administrative Assistant	1-5,11	3
Multimedia Journalist	1-5,7,10,11	4
Meteorologist	1-5,7,10,11	3
Account Executive	1-5,11	3
Production Assistant	1-5,11	3
News Producer	1-5,7,10,11	4
Production Assistant	1-5,11	3
Multimedia Journalist	1-5,7,10,11	11
Administrative Assistant	1-5,11	11
Production Assistant	1-5,11	3
Account Executive	1-5,11	3
Administrative Assistant	1-5,11	4
Account Executive	1-5,11	11
Multimedia Journalist	1-5,7,10,11	2
Assistant News Director	1-5,7,10,11	4
Assistant News Director	1-5,7,10,11	5
Creative Services Producer	1-5,11	3

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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.kgns.tv/employment">www.kgns.tv/employment</a>	No	17
2	Gray Employment <a href="http://www.gray.tv/jobs">www.gray.tv/jobs</a>	No	2
3	Word of Mouth Referrals	No	12
4	Walk In/Self Referral	No	7
5	KGNS Station Bulletin Board	No	1
6	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a>	No	0
7	TV Jobs Broadcast Employment Services <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	3
8	Texas A&M International University Career Services 5201 University Dr., Laredo, TX <a href="mailto:careerservices@tamiu.edu">careerservices@tamiu.edu</a>	No	0
9	Linked In <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	No	0
10	Medialine <a href="http://www.medialine.com">www.medialine.com</a>	No	0
11	Indeed Jobs <a href="http://www.indeed.com">www.indeed.com</a>	No	18
12	Early College High School Jose Cerda 5201 University Blvd. Laredo, TX <a href="mailto:jcerda@laredoisd.org">jcerda@laredoisd.org</a>	No	0
13	Kelly Services Amanda Barrera 709 Calton, Laredo, TX Fax: 956.712.5462	No	0
14	Laredo Community College Employment Assistant Services Gloria Rodriguez West End Washington St., Laredo, TX <a href="mailto:gloria.rodriguez@laredo.edu">gloria.rodriguez@laredo.edu</a>	No	0
15	Vidal M. Trevino School of Communications & Fine Arts Guidance Dept. 820 Main Ave., Laredo, TX	No	0

	<a href="mailto:lagarza@laredoisd.org">lagarza@laredoisd.org</a>		
16	Workforce Solutions for South Texas Workforce Center Ruth Dominguez 2389 E. Saunders, Laredo, TX Fax: 956.726.1475	No	0
17	Laredo Community College Adult Education Program West End Washington St., Laredo, TX <a href="mailto:emedina@laredo.edu">emedina@laredo.edu</a>	No	0
18	Kaplan College Placement Dept. 6410 McPherson, Laredo, TX <a href="mailto:vsaez@kaplan.edu">vsaez@kaplan.edu</a>	No	0
19	Motivation/Education Training Lauro Garcia 2389 E. Saunders, Laredo, TX <a href="mailto:laredo@metinc.org">laredo@metinc.org</a>	No	0
20	South Texas Development Council Armando Garza 1002 Dicky Lane, Laredo, TX Fax: 956.722.2670	No	0
21	Texas Dept of Human Resources 3804 Casa Blanca Rd., Laredo, TX Fax: 956.718.0203	No	0
22	Teaching & Mentoring Children Richard Perales 5215 McPherson, Laredo, TX Fax: 956.724.2558	No	0
23	Staff Force Lauro Soto 1505 Calle del Norte, Suite 10, Laredo, TX Fax: 956.712.1072	No	0
<b>Total Interviewees over Reporting Period</b>			<b>60</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Career Day/Job Fair	On December 5 <sup>th</sup> 2018, KGNS participated in a Career Day at Lamar Bruni Vergara Middle School. Station participant was Lorena Ibarra our morning weather anchor. She spoke to the kids about how she has to prepare for giving out the weather on cameras and how she has to operate the prompter at the same time that she has to be on the green screen looking at the side monitor and also how she has to prepare those maps before going on air.
2	Career Day/Job Fair	On December 14 <sup>th</sup> 2018 KGNS participated in a Career Day at Alexander High School Career day. Station participants included Lorena Ibarra, Mindy Casso our 2 anchor for our morning show and Jerry Garza our News director. They spoke to students about communications career and the different positions available within the field not only on camera but also behind the scenes.
3	Career Day/Job Fair	On January 2019 KGNS participated in a career day at Muller Elementary. Station participant was Richard “Heatwave” Berler our meteorologist. He spoke to the kids how he started his fascination for weather and all the types of weather he studied before deciding he wanted to come to live in Laredo because of the uniqueness of the local weather.
4	Career Day/Job Fair	On February 2019, KGNS participated in a Career Day at Barbara Fasken Elementary School. Station participants included some of our Telemundo team; Lupita Benavides (Main Anchor), Marissa Limon (Reporter) and Roberto Galvez (Sports Anchor). They spoke to students about their duties and responsibilities in their different positions.

5	Career Day/Job Fair	On March 8 <sup>th</sup> 2019 KGNS participated in a Career Day at our Local Private School United Day. Station Participant was Ann Hutyra and she provided information about her anchor position and what her responsibilities and duties are as main anchor of KGNS.
6	Career Day/Job Fair	On March 14 <sup>th</sup> 2019 KGNS participated in a career day at Harmony Science Academy Career day. Station participant was Richard “Heatwave” Berler our meteorologist. He spoke to the kids how he started his fascination for weather and all the types of weather he studied before deciding he wanted to come to live in Laredo because of the uniqueness of the local weather.
7	Internship Program	We had 1 intern for the News Department from our local University TAMIU. This internship ended on May 2018.