

KGNS-TV
EEO PUBLIC FILE REPORT
April 1, 2017- March 31, 2018

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
Assistant Engineer	1-5,11	3
Sales Assistant	1-5,9,11	5
Multimedia Journalist	1-5,9,11	1
Meteorologist	1-5,11	2
Office Manager	1-5,11	3
News Anchor/MMJ	1-5,11	3
Photographer/Editor	1-5,9,11,16	9
Photographer/Editor	1-5,9,11,16	1
Administrative Assistant	1-5,11,16	5
Multimedia Journalist	1-5,11	11
Multimedia Journalist	1-5,11	1
News Anchor/MMJ	1-5,11	3
Multimedia Journalist	1-5,9,11	4
Production Assistant	1-5,11	1
Sales Assistant	1-5,11	11
Creative Services Producer	1-5,9,11	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 www.kgns.tv/employment	No	21
2	Gray Employment www.gray.tv/jobs	No	4
3	Word of Mouth Referrals	No	9
4	Walk In/Self Referral	No	1
5	KGNS Station Bulletin Board	No	4
6	Texas Association of Broadcasters www.tab.org	No	0
7	TV Jobs Broadcast Employment Services www.tvjobs.com	No	0
8	Texas A&M International University Career Services 5201 University Dr., Laredo, TX careerservices@tamiu.edu	No	0
9	Linked In https://www.linkedin.com/	No	1
10	Medialine www.medialine.com	No	0
11	Indeed Jobs www.indeed.com	No	18
12	Early College High School Jose Cerda 5201 University Blvd. Laredo, TX jcerda@laredoisd.org	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 gloria.rodriguez@laredo.edu	No	0
15	Vidal M. Trevino School of Communications & Fine Arts Guidance Dept. 820 Main Ave., Laredo, TX	No	0

	lagarza@laredoisd.org		
16	Workforce Solutions for South Texas Workforce Center Ruth Dominguez 2389 E. Saunders, Laredo, TX Fax: 956.726.1475	No	1
17	Laredo Community College Adult Education Program West End Washington St., Laredo, TX emedina@laredo.edu	No	0
18	Kaplan College Placement Dept. 6410 McPherson, Laredo, TX vsanz@kaplan.edu	No	0
19	Motivation/Education Training Lauro Garcia 2389 E. Saunders, Laredo, TX laredo@metinc.org	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
Total Interviewees Over Reporting Period			59

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Career Day/Job Fair	On March 28 th 2018 KGNS participated in a Communication Career Day/Job Fair at our Local University TAMIU. We provided information about our current open positions. We provided a laptop on site for those interested in applying for any of our open positions. Station participants included our Office Manager, News director, News anchor, Sports Anchor and Social media coordinator.
2	Internship Program	We currently we have 1 intern for the News Department from our local University TAMIU. She started on February 2018 and will finish her internship on May 2018.
3	Provided EEO Training to Management Level Personnel	On March 21, 2018 our Office Manager participated in an EEO compliance training seminar provided by our outside FCC counsel Wiley Rein LLP.