

KGNS-TV
EEO PUBLIC FILE REPORT
April 1 2006 – March 31 2007*

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
[Insert name of job title, e.g Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e g , 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]
News Reporter 04/06	1-23, 25-31	23
Photographer 05/06	1-23, 25-31	29
Sales/Marketing Consultant 05/06	1-24, 30 & 31	28
Photographer 06/06	1-23, 28-30	29
News Reporter 06/06	1-23, 28-28, 31 & 31	28
News Reporter 07/06	1-23, 25-29	27
Sales/Marketing Consultant 07/06	1-23, 30 & 31	28
Marketing Consultant 08/06	1-23, 28-31	27
Receptionist 8/06	1-31	24
Production Assistant 08/06	1-31	29
Photographer 09/06	1-31	28
News Reporter 09/06	1-23, 25-31	25
News Reporter 09/06	23, 25-28	28
Photographer 10/06	1-6, 8-11, 23 & 24, 28-31	28
Sports Reporter/Anchor 12/06	23, 25-27	26

* This report provides recruitment data collected through March 23rd 2007

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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	Worker Regional Service Center Alberto Luera 406 Scott St Laredo, TX 78040	N	0
2	Webb County Center Welfare 2600 Cedar Laredo, TX 78040	N	0
3	Vietnam County Veteran's Office 1110 Victoria St. #108 Laredo, TX 78040-4420	N	0
4	United Way of Laredo Peggy D. Garcia P O Box 1711 Laredo, TX 78044-1711	N	0
5	Texas Department of Human Resources Charles Gordon 3804 Casa Blanca Rd. Laredo, TX 78041	N	0
6	Laredo Community College Alma Slown Room 235, Kazen Center West End Washington Laredo, TX 78040	N	0
7	Texas Department of Human Resources Stella Cox 1500 Arkansas Laredo, TX 78040	N	0
8	TAMIU Courier Services Steve Harmon 5201 University Blvd Laredo, TX 78041	N	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
9	South Texas Development Council Armando Garza 4812 N Bartlett Laredo, TX 78041	N	0
10	SER Jobs for Progress Efrain Sanchez 4605 Maher Laredo, TX 78041	N	0
11	Texas Workforce Center Marco Reyna 2389 E Saunders Laredo, TX 78041	N	0
12	Motivation/Education & Training Lauro Garcia 2389 E Saunders Laredo, TX 78041	N	0
13	LULAC Council #624 Maria I Silva 4601 Juarez Laredo, TX 78040	N	0
14	LULAC Council # 12 Amando Chapa 1613 Hidalgo Laredo, TX 78040	N	0
15	LULAC Council # 7 Rolando Gonzalez 206 E Mayberry Laredo, TX 78041	N	0
16	Leadership Laredo Association Miguel Concha P O Box 790 Laredo, TX 78041	N	0
17	LISD Office of Communication Marco Alvarado 1604 Houston Laredo, TX 78040	N	0

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18	Laredo Daybreak Rotary Rosendo Carranco 5709 Springfield Laredo, TX 78041	N	0
19	Employment Assistant Center Dalia Martinez Kazen Bldg, Room # 234 West End Washington Laredo, TX 78040	N	0
20	Centro de Servicios Aztlan Alberto Luera Laredo, TX 78040	N	0
21	Catholic Social Services Roxanne B Guerra P O Box 3305 Laredo, TX 78041	N	0
22	Adult Education Program Carmen Seibert-Martinez West End Washington Laredo, TX 78040	N	0
23	KGNS http://www.pro8news.com	N	31
24	KGNS Commercial Spots	N	7
25	Media Line http://www.medialine.com	N	1
26	Texas Association of Broadcasters http://www.tab.org	N	1
27	TV Jobs Broadcast Employment Services http://www.tvjobs.com	N	8
28	Word of Mouth Referrals	N	11
29	Walk in/Self-referral	N	2

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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
30	Laredo Job Corp Placement Center 1701 Island St Laredo, TX 78041	N	0
31	Texas Careers Attn: Mary Estrada 6410 McPherson Rd Laredo, TX 78041	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			61

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On April 19, 2006, the station participated in the annual Laredo Community College Exp job fair. Station participants included GM, Creative Services Editor, Sales Manager, Production Manager, News Director & Creative Services Director. Participants greeted students and spoke to students interested in KGNS about jobs at the station.
2	Established an internship	On June 1, 2006, an internship program was designed to accommodate two Laredo Community College Upward Bound students for their summer work-study program. The students were exposed to some of the activities that take place in the news department and provide them the opportunity to job shadow.
3		
4		