

KGNS – TV
EEO PUBLIC FILE
REPORT
APRIL 1, 2010 –
MARCH 31, 2011

Prepared April 1, 2011

KGNS, LAREDO CW AND TELEMUNDO LAREDO
EEO PUBLIC FILE REPORT
April 1, 2010 – March 31, 2011¹

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
Morning Show Anchor	1, 4	4
News Reporter	1, 3, 6	1
News Producer	1, 2, 6	2
CW News Anchor	1, 3, 6	1
News Photographer	2, 4, 7	4
Creative Services Producer	1, 3, 4, 5, 7	3
News Producer (Joey)		
News Reporter	1, 6	6
Marketing Consultant	1, 4	4
News Editor/Photographer (Fernando)		
Creative Services Producer	1, 4	4
News Producer	4, 6	4
Morning Show Producer	1, 2, 4, 6	4

¹The report reflects data collected from April 1, 2010 to March 31, 2011

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	14
2	Word of Mouth Referrals	No	7
3	Walk In/Self Referral	No	4
4	KGNS station Bulletin Board	No	4
5	Texas Association of Broadcasters www.tab.org	No	1
6	TV Jobs Broadcast Employment Services www.tvjobs.com	No	12
7	Laredo Community College Job Fair	No	1
Total Interviewees Over 12-Month Period			43

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participated in Job Fair	Laredo Bucks Hockey Organization hosted a job fair on March 11, 2011. Staff Connection and Laredo Chamber of Commerce presented the job fair. Management team consisting of General Manager Carlos Salinas, Production Manager Jose Luis Salinas, Creative Services Manager Ramiro Saucedo and Business Manager Sylvia Mares 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 magnet school – interning from September 2010 thru May 2011 2. A local university – interned from September thru December 2010 3. A local university – interning from January thru May 2011 4. A state university – interned from June thru August 2010 5. A state university – interned for the Summer 2010
3	Participated in Job Fair	Laredo Community College hosted a job fair on April 6, 2010. Management team consisting of General Manager Carlos Salinas, Sales Manager Juan Cue, Creative Services Manager Ramiro Saucedo and Business Manager Sylvia Mares assisted students by giving them information regarding the broadcast industry and accepting applications for available positions.

4	Participated in Job Fair	<p>Laredo Bucks Hockey Organization, in conjunction with Staff Connection, hosted a job fair on November 20, 2010. Staff Connection presented the job fair. Management team consisting of General Manager Carlos Salinas, Production Manager Jose Luis Salinas, Sales Manager Juan Cue and Engineering Manager David York 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.</p>
5	Summer Youth Employment Program	<p>From July thru August 2010, KGNS participated in the Summer Youth Employment Program through Workforce Solutions of South Texas. Five young adults were assigned to the station so as to gain work experience. The “interns” were assigned to different departments throughout the station. Positions included clerical, graphic editor, production assistant, and news editor/photographer.</p>