

KGNS-TV, KYLX-LD
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022

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 |
|------------------------------|--|---------------------------|
| PRODUCTION ASSISTANT | 1-5,11 | 1 |
| VIDEOJOURNALIST | 1-5,7,10,11 | 3 |
| ACCOUNT EXECUTIVE | 1-5,11 | 1 |
| SALES ASSISTANT | 1-5,11 | 3 |
| MASTER CONTROL OPERATOR | 1-5,11 | 11 |
| MULTIMEDIA JOURNALIST | 1-5,7,10,11 | 2 |
| MASTER CONTROL OPERATOR | 1-5,11 | 1 |
| MASTER CONTROL OPERATOR | 1-5,11 | 1 |
| PRODUCER CREATIVE SERVICES | 1-5,11 | 5 |
| MULTIMEDIA JOURNALIST/ANCHOR | 1-5,7,10,11 | 3 |
| MULTIMEDIA JOURNALIST | 1-5,7,10,11 | 3 |
| PRODUCER DIGITAL NEWS | 1-5,11 | 3 |
| PRODUCER CREATIVE SERVICES | 1-5,11 | 1 |
| ACCOUNT EXCECUTIVE | 1-5,11 | 1 |
| SPORTS ANCHOR | 1-5,7,10,11 | 2 |
| VIDEOJOURNALIST | 1-5,7,10,11 | 1 |
| ENGINEER IT | 1-5,11 | 1 |
| NEWS PRODUCER | 1-5,7,10,11 | 5 |

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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 Reporting Period |
|------------------|---|--|---|
| 1 | KGNS Employment www.kgns.tv/employment | No | 25 |
| 2 | Gray Employment www.gray.tv/jobs | No | 9 |
| 3 | Word of Mouth Referrals | No | 5 |
| 4 | Walk In/Self Referral | No | 0 |
| 5 | KGNS Station Bulletin Board | No | 2 |
| 6 | Texas Association of Broadcasters www.tab.org | No | 0 |
| 7 | TV Jobs Broadcast Employment Services www.tvjobs.com | No | 2 |
| 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 | 0 |
| 10 | Medialine www.medialine.com | No | 0 |
| 11 | Indeed Jobs www.indeed.com | No | 6 |
| 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 lagarza@laredoisd.org | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---------------------------|---|--|---|
| 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 emedina@laredo.edu | No | 0 |
| 18 | Kaplan College Placement Dept. 6410 McPherson, Laredo, TX vsaez@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 | | | 49 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|---|
| 1 | Career Day | On June 17, 2021 KGNS participated in a career day at Santo Nino Elementary School. Station participant was our Evening News Anchor. |
| 2 | EEO Management Training | On February 17, 2022 Office Manager participated in a webinar on the FCC's Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Rein, LLP. |
| 3 | Virtual Career Day | On January 25, 2022 KGNS participated in a career day at J.Z. Leyendecker Elementary School. Station participant was our Daytime News Anchor. |
| 4 | Career Day | On September 30, 2021, KGNS participated in a career day at Zaffirini Elementary School. Station participant was our Morning Weather Anchor. |
| 5 | EEO Management Training | During May-June 2021, our News Director participated in the "DEI/Racial Equity" training series, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class, and ability, how to apologize effectively. |

| | | |
|---|-------------------------|--|
| 6 | EEO Management Training | <p>During April-June 2021, our General Manager participated in the “DEI/Racial Equity” training series, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class, and ability, how to apologize effectively.</p> |
| | Career Day | <p>On March 25, 2022 KGNS participated in a career day at a local Elementary School. Station participant was our Morning News Anchor.</p> |