

KGNS-TV, KXNU-LD, KYLX-LD
EEO PUBLIC FILE REPORT
April 1, 2020- March 31, 2021

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	3
DIGITAL SALES COORDINATOR	1-5,11	11
PRODUCTION ASSISTANT	1-5,11	11
MORNING ANCHOR/MMJ	1-5,7,10,11	11
MULTIMEDIA JOURNALIST	1-5,7,10,11	7
ASSOCIATE PRODUCER	1-5,11	3
MARKETING CONSULTANT	1-5,11	11
MULTIMEDIA JOURNALIST	1-5,7,10,11	2
PRODUCTION ASSISTANT	1-5,11	3
ASSISTANT ENGINEER	1-5,11	11
PRODUCTION ASSISTANT	1-5,11,12	12
PRODUCTION ASSISTANT	1-5,11,12	12
PRODUCTION ASSISTANT	1-5,11	2
PRODUCTION ASSISTANT	1-5,11	1
PRODUCTION ASSISTANT	1-5,11	3
MARKETING CONSULTANT	1-5,11	1
TRAFFIC COORDINATOR	1-5,11	1
DIRECTOR OF SALES	1-5,11	2
MARKETING CONSULTANT	1-5,11	11
MARKETING CONSULTANT	1-5,11	1

KGNS-TV, KXNU-LD, KYLX-LD
EEO PUBLIC FILE REPORT
April 1, 2020- March 31, 2021

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	12
2	Gray Employment www.gray.tv/jobs	No	6
3	Word of Mouth Referrals	No	8
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	1
11	Indeed Jobs www.indeed.com	No	22
12	Early College High School Jose Cerda 5201 University Blvd. Laredo, TX jcerda@laredoisd.org	No	4
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	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 over Reporting Period			57

KGNS-TV, KXNU-LD, KYLX-LD
EEO PUBLIC FILE REPORT
April 1, 2020- March 31, 2021
III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Virtual Career Day	On November 3, 2020 we had a virtual media week fair for United independent school district. Our station participant was our Creative Services Director.
2	Virtual Career Day	On November 5, 2020 we had a virtual media week fair for United independent school district. Our station participant was our dayside Executive Producer.
3	Virtual Career Day	On November 6, 2020 KGNS participated in a career day at Sanchez Ochoa Elementary. Station participant was our chief meteorologist.
4	Virtual Career Day	On January 21, 2021 KGNS participated in a career day at Alexander High School. Station participant was our News director.
5	EEO Management Training	During July -August 2020, our General Manager participated in the “Foundations in Equity” training series by the Adaway Consulting, 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	On November 19, 2020, Office Manager participated in a webinar on the FCC’s Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Rein, LLP.