

KGNS-TV
EEO PUBLIC FILE REPORT
April 1, 2015- March 31, 2016

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
News Director	1,3-29	1
Marketing Director	1,3-29	8
Morning Meteorologist	1,3-29	6
Weekend News Anchor	1,3-29	6
Telemundo MMJ	1,3-29	8
News Editor	1,3-9,14-29	6
News Photographer	1,3-9,25,26	6
Sales Assistant	1-9,25,26	1
Account Executive	1-9,25,26,29	1

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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.pro8news.com/employment	No	8
2	Word of Mouth Referrals	No	1
3	Walk In/Self Referral	No	1
4	KGNS Station Bulletin Board	No	2
5	Texas Association of Broadcasters www.tab.org	No	6
6	TV Jobs Broadcast Employment Services www.tvjobs.com	No	9
7	Texas A&M International University Career Services 5201 University Dr., Laredo, TX careerservices@tamiu.edu	No	0
8	Linked In https://www.linkedin.com/	No	4
9	Medialine www.medialine.com	No	0
10	Cigarroa High School Anna Benavides 2600 Zacatecas, Laredo, TX agbenavides@laredoisd.org	No	0
11	Early College High School Jose Cerda 5201 University Blvd. Laredo, TX jcerda@laredoisd.org	No	0
12	JB Alexander High School Bertha Lopez 3600 E. Del Mar Blvd. Laredo, TX blopez@unitedisd.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	No	0

	Guidance Dept. 820 Main Ave., Laredo, TX 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 ysaenz@kaplan.edu	No	0
19	Business & Technology Magnet School United South High School 4001 Los Presidentes Ave., Laredo, TX zsgonzalez@unitedisd.org	No	0
21	LBJ High School Marisela Botello 5626 Ciellito Lindo, Laredo, TX mbotello1@unitedisd.org	No	0
22	Motivation/Education Training Lauro Garcia 2389 E. Saunders, Laredo, TX laredo@metinc.org	No	0
23	South Texas Development Council Armando Garza 1002 Dicky Lane, Laredo, TX Fax: 956.722.2670	No	0
24	St. Augustine High School Frances Wawroski, Vice-Principal 1300 Galveston, Laredo, TX fwawroski@st-augustine.org	No	0
25	Texas Dept of Human Resources 3804 Casa Blanca Rd., Laredo, TX Fax: 956.718.0203	No	0
26	Teaching & Mentoring Children Richard Perales 5215 McPherson, Laredo, TX Fax: 956.724.2558	No	0
27	United High School Patty Martinez 2811 United Ave., Laredo, TX pmartinez4@unitedisd.org	No	0
28	United South High School Erica Garcia 4001 Los Presidentes, Laredo, TX Fax: 956.473.5599	No	0
29	Staff Force Lauro Soto 1505 Calle del Norte, Suite 10, Laredo, TX Fax: 956.712.1072	No	0
30	Engineering Magnet School	No	0

	United High School 2811 United Ave., Laredo, TX Fax: 956.473.1980		
31	Martin High School Guidance Dept. 2002 San Bernardo, Laredo, TX Fax: 956.795.3860	No	0
32	JW Nixon High School Guidance Dept 2000 E. Plum, Laredo, TX Fax: 956.795.3844	No	0
Total Interviewees Over Reporting Period			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participated in Job Fair	Our station participated in a job fair for Workforce Solutions South Texas. At the fair we collected resumes and discussed open positions at our station with interested attendees. Station participants included our Creative Services Manager, Production Manager, and Chief Engineer.
2	Internship Program	In the summer (2015) we had 1 intern for the News Department from our local University Texas A&M. Student was Kim Galvan for her Communications class.
3	Provided EEO Training to Management Level Personnel	On October 8, 2015 our Office Manager participated as well as our General Manager Luis Villarreal in an EEO training webinar presented by Joan Stewart of Wiley Rein, LLP.