

KGNS-TV, KXNU-LD, KYLX-LD
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

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
MASTER CONTROL OPERATOR	1-5,11	3
MARKETING DIRECTOR	1-5,11	3
MULTIMEDIA JOURNALIST	1-5,11	4
CREATIVE SERVICES PRODUCER	1-5,11	3
ACCOUNT EXECUTIVE	1-5,11	1
ADMINISTRATIVE ASSISTANT	1-5,11	11
MASTER CONTROL OPERATOR	1-5,11	11
ENGINEER IT	1-5,11	1
ENGINEER IT	1-5,11	1
MASTER CONTROL OPERATOR	1-5,11	3
VIDEOJOURNALIST	1-5,11	4
MULTIMEDIA JOURNALIST	1-5,11	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 Reporting Period
1	KGNS Employment www.kgns.tv/employment	No	12
2	Gray Employment www.gray.tv/jobs	No	4
3	Word of Mouth Referrals	No	5
4	Walk In/Self Referral	No	2
5	KGNS Station Bulletin Board	No	0
6	Texas Association of Broadcasters www.tab.org	No	0
7	TV Jobs Broadcast Employment Services www.tvjobs.com	No	0
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	18
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 OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Career Day	On November 11,2022, KGNS participated in a career day at Centeno Elementary School. Participants from the station included our evening anchor, morning anchor and technical director.
2	Career Day	On March 8,2023, KGNS participated in a career day at Alicia Ruiz Elementary. Participants from the stations included our morning Anchor and evening Reporter.
3	Career day	On April 15, 2022, KGNS participated in a career day at Alma A. Pierce Elementary School. The station participant was one of our Multimedia Journalists.
4	Career day	On January 31,2023 KGNS participated in a career day at Leyendecker Elementary. Participants from the station included our afternoon and evening anchors.
5	Career day	On March 10,2023, KGNS participated in a career day at United South Middle School. Participants from the stations included our Senior Multimedia Journalist.
6	Career day	On February 16,2023, KGNS participated in a career day at Alexander High School. Participants from the station included our weekend sports Anchor and morning Multimedia Journalist.
7	Career day	On March 24, 2023, KGNS participated in the BEA Day at TAMIU. Participants from the stations included morning multimedia journalist and weekend news Anchor.

8	Career day	On February 2, 2023, KGNS participated in a career day at United South High School. Participant from the station included our evening Sports Anchor.
9	Career day	On March 31, 2023, KGNS participated in a career day at Amparo Gutierrez Elementary School. Participant from the station included our Senior morning multimedia journalist.