

KGNS-TV  
EEO PUBLIC FILE  
REPORT  
APRIL 1, 2008 –  
MARCH 31, 2009

Filed April 1, 2009  
Refiled 4/1/2010

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April 1, 2008 – March 31, 2009<sup>1</sup>

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
Business Manager	1, 2	2
Production Assistant	3, 4, 7	3
News Anchor	3, 5, 8-10	5
Photographer	3, 4, 6, 8, 9	6
Sports Director	3, 5, 8-10	5
Production Assistant	3, 4, 7	3
Production Assistant	3, 4, 7	4
News Editor	3, 4, 8, 9	4
Production Assistant	3, 4, 7, 15-37	4
Photographer	3, 4, 8, 9	4
Production Assistant	3, 4, 6	6
Production Assistant	3, 4, 7	4
Production Assistant	3, 4, 7, 14	14
Production Assistant	3, 4, 7	4
Sales Consultant	4, 6	6
Producer	3, 5, 8-10	5
Creative Services Producer	3-6	5
Photographer	3-5, 8, 9	5
Producer	3, 4, 5, 8-10	5

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<sup>1</sup> This report, which provides recruitment data collected from April 1, 2008 through March 21, 2009, was revised in March 2010 to address certain data and formatting matters.

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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	<i>Laredo Morning Times</i> 111 Esperanza Dr. Laredo, TX 78041 956-728-2527 Classified Ads Dept.	No	0
2	<i>Laredo Morning Times</i> / Yahoo! Hot Jobs airwolf.lmtonline.com/jobs	No	3
3	KGNS Employment: www.pro8news.com/html/jobs_at_kgns.html	No	10
4	On Air Announcements	No	27
5	Word of Mouth Referrals	No	8
6	Walk In/Self Referral	No	9
7	Internal Posting / Candidate	No	0
8	Media Line: www.medialine.com	No	0
9	Texas Association of Broadcasters: www.tab.org	No	0
10	Broadcast Employment TV Jobs www.tvjobs.com P.O. Box 4116 Oceanside, CA 92052 Mark Holloway 800-374-0119	No	0
11	City of Laredo Workforce Solutions of South Texas Job Fair – March 2009	No	1
12	Workforce Solutions of South Texas Job Fair – April 2008	No	3
13	Texas A&M International University Job Fair – February 2009	No	0
14	Southern Careers Job Fair – March 2008	No	1
15	Adult Education Program Carmen Seibert-Martinez West End Washington Laredo, TX 78040 (956) 721-5436	No	0

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
16	Catholic Social Services Roxanne B. Guerra P.O. Box 3305 Laredo, TX 78041 (956) 722-2443	No	0
17	Centro De Servicios Sociales Aztlan Alberto Luera 406 Scott St. Laredo, TX 78040 (956) 724-6244 (956) 724-5458 fax	No	0
18	Employment Assistant Center Dalia Martinez Kazen Bldg. Room 234 West End Washington Laredo, TX 78040 (956) 721-5461 x 5772	No	0
19	Laredo Daybreak Rotary Rosendo Carranco 5709 Springfield Laredo, TX 78041 (965) 726-0489 (965) 726-6357 fax	No	0
20	LISD Office of Communications Marco Alvarado 1604 Houston Laredo, TX 78040 (956) 795-3200	No	0
21	Leadership Laredo Association Miguel Concha P.O. Box 790 Laredo, TX 78041 (956) 722-9895 (956) 791-4503 fax	No	0

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
22	LULAC Council #7 Rolando Gonzalez 206 E. Mayberry Laredo, TX 78041 (956) 722-7068	No	0
23	LULAC Council #12 Amando Chapa 1613 Hidalgo Laredo, TX 78040 (956) 723-4100	No	0
24	LULAC Council #624 Maria T. Silva 4601 Juarez Laredo, TX 78040	No	0
25	Motivation/Education Training Lauro Garcia 2389 East Saunders Laredo, TX 78041 (956) 722-3943 (956) 722-7508 fax	No	0
26	Texas Workforce Center Marco Reyna 2389 E. Saunders Laredo, TX 78041	No	0
27	SER Jobs for Progress Efrain Sanchez 4605 Maher Ave. Laredo, TX 78041 (956) 724-1844 1-800-SER-JOBS	No	0
28	South Texas Development Council Amando Garza 4812 N. Bartlett Laredo, TX 78041 (956) 722-3995 (956) 722-2670 fax	No	0

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
29	TAMIU Career Services Steve Harmon 5201 University Blvd. Laredo, TX 78041 (956) 326-2319 (956) 356-2319 fax	No	0
30	Texas Department of Human Resources Stella Cox 1500 Arkansas Laredo, TX 78040 (956) 764-6200	No	0
31	Laredo Community College Alma Slown West End Washington St. Room 235 Kazen Center Laredo, TX 78040 (956) 721-5461	No	0
32	Texas Department of Human Resources Charles Gordon 3804 Casa Blanca Rd. Laredo, TX 78041 (956) 722-0571	No	0
33	United Way of Laredo Peggy D. Garcia P.O. Box 1711 Laredo, TX 78044-1711 (956) 723-9113 (956) 723-4726 fax	No	0
34	Webb County Veteran's Office 1110 Victoria St., Ste. 108 Laredo, TX 78040-4420 956-523-4399	No	0

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RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS Over 12-month period
35	Vietnam Veteran Center Virgil Hines 6020 McPherson Laredo, TX 78045 (956) 723-4680 (956) 723-9144 fax	No	0
36	Webb County Center Welfare 2600 Cedar Laredo, TX 78040	No	0
37	Worker Regional Service Center Alberto Luera 406 Scott St. Laredo, TX 78040 (956) 724-9370 (956) 724-5458 fax	No	0
<b>Total Interviewees Over 12-Month Period:</b>			62

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participated in Job Fair	In February 2009, the station participated in the Texas A&M International University Career Fair on the TAMU campus in Laredo, TX, offering job seekers information about the station and available employment opportunities. Station participants included General Manager, Production Manager, News Director, and Sales Manager.
2	Participated in Job Fair	In March 2009, the station participated in the City of Laredo and Workforce Solutions of South Texas job fair at the Laredo Civic Center in Laredo, TX, providing information concerning the station and employment opportunities to attendees. Station participants included General Manager, Production Manager, News Director and Business Manager.
3	Internship Programs	During the reporting period, KGNS offered internship positions to young adults interested in the broadcast industry. CW interns assisted staff with special projects. While News interns gained newsroom experience by shadowing reporters and photographers, and were given the opportunity to report during a station newscast.
4	Internship Programs	KGNS opens its doors to high school and college students interested in gaining experience in the broadcasting industry. Most interns receive course credit for the time they spend at the station. During the reporting period, the station had interns as follows: <ul style="list-style-type: none"> <li>○ 2 high-school level students interned early March 2009 in the News Department.</li> <li>○ 1 college-level student interned from Dec 2008 through March 2009 in the News Department and Creative Services Department.</li> <li>○ 1 college-level student interned during Spring Break 2009 in the News Department.</li> <li>○ 1 college-level student is interning from Jan 2009 through May 2009 in the Creative Services Department.</li> </ul>



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	Type of Recruitment Initiative	Brief Description of Activity
5	Participated in Job Fair	In April 2008, the station participated in the Workforce Solutions of South Texas job fair on the Campus of Laredo Community College in Laredo, TX, providing attendees with information regarding the broadcast industry and accepting applications for available positions. Station participants included Production Manager, News Director, Sales Manager, and Business Manager.