

EEO PUBLIC FILE REPORT

**KRIS COMMUNICATIONS INC. - KRIS-TV, KDF-TV, KAJA-TV, NRIS-TV, KZTV
CORPUS CHRISTI, TX**

April 1, 2015 - March 31, 2016

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED
1	Internet Sales Specialist	1/1/2015	3/24/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	1
				KZTV.COM	
				TVJobs	
				Medialine	
				Cordillera Communications TV Stations	
				Monster.com	2
				Employee referral	1
2	Producer	4/14/2015	5/25/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	4
				KZTV.COM	
				TVJobs	3
				Cordillera Communications TV Stations	
				Employee referral	
3	Master Control Operator	2/3/2015	6/1/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	1
				KZTV.COM	
				TVJobs	
				Cordillera Communications TV Stations	
				Employee referral	
4	Multi Media Journalist	4/1/2015	6/1/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	4

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				KZTV.COM	
				TVJobs	2
				Medialine	
				Cordillera Communications TV Stations	
				Employee referral	
5	Producer	4/1/2015	6/4/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	3
				KZTV.COM	
				TVJobs	1
				Monster.com	
				Cordillera Communications TV Stations	
				Employee referral	
6	Meteorologist	6/1/2015	6/15/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	2
				KZTV.COM	
				TVJobs	2
				Cordillera Communications TV Stations	
				Employee referral	1
7	Multi Media Journalist	4/1/2015	6/29/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	3
				KZTV.COM	
				TVJobs	1
				Medialine	
				Cordillera Communications TV Stations	
				Employee referral	1
8	Sales Assistant	4/17/2015	6/29/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	

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				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	3
				KZTV.COM	
				TVJobs	
				Monster.com	2
				Cordillera Communications TV Stations	
				Employee referral	1
9	Account Executive (4)	ongoing	7/20/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	5
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	6
				KZTV.COM	
				TVJobs	
				Monster.com	10
				Medialine	
				Cordillera Communications TV Stations	
				Employee referral	1
10	Director of Traffic and Progr	7/30/2015	8/24/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	
				KZTV.COM	
				TVJobs	
				Cordillera Communications TV Stations	
				Linkedin.com	
				Employee referral	1
11	Reporter (Investigative)	7/30/2015	9/1/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	2
				KZTV.COM	
				TVJobs	

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				Cordillera Communications TV Stations	
				Linkedin.com	
				Employee referral	1
12	Anchor	10/1/2015	10/12/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	5
				KZTV.COM	
				TVJobs	
				Cordillera Communications TV Stations	
				Linkedin.com	
				Employee referral	1
13	Business Office Coordinator	9/30/2015	11/23/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	1
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	2
				KZTV.COM	
				TVJobs	
				Monster.com	3
				Cordillera Communications TV Stations	
				Employee Referral	
14	Traffic Coordinator	10/6/2015	12/17/2015	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	
				KZTV.COM	
				TVJobs	
				Cordillera Communications TV Stations	
				Employee Referral	1
15	Account Executive (3)	ongoing	1/25/2016	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	

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				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	6
				KZTV.COM	
				TVJobs	
				Indeed.com	2
				Cordillera Communications TV Stations	
				Employee Referral	3
16	Local Sales Manager		3/28/2016	Del Mar College	
				NAACP	
				Lulac Education Center	
				Coastal Bend Workforce	
				Southern Careers Institute	
				Texas A&M Corpus Christi	
				Texas A&M Kingsville	
				Hispanic Chamber of Commerce	
				KRISTV.COM	2
				KZTV.COM	
				Indeed.com	4
				TVJobs	
				Cordillera Communications TV Stations	
				Employee Referral	3

KRIS COMMUNICATIONS INC.
April 1, 2015 - March 31, 2016
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
1	Del Mar College 101 Baldwin, Corpus Christi, Texas 78404	Human Resources 361-698-1106		Y
2	NAACP P. O. Box 2921, Corpus Christi, Texas 78403	Terry Mills 361-946-0276		Y
3	LULAC 400 Mann, Suite 513, Corpus Christi, Texas 78401	Linda Ayala 361-883-5134		Y
4	Coastal Bend Workforce 5858 S.P.I.D. Corpus Christi, Texas 78412	Heidi Foss 361-882-7491		Y
5	Southern Careers Institute 2422 Airline, Corpus Christi, Texas 78414	Brenda Rojas 361-857-5700		Y
6	Texas A&M Corpus Christi 6300 Ocean Drive, Corpus Christi, Texas 78412	Sharon Herrera 361-825-2628	6	Y
7	Texas A&M Kingsville, MSC 178 Dept. of Communications, Kingsville, Texas 78363	Carl A. Saltarelli 361-593-2111		Y
8	Hispanic Chamber of Commerce 615 Upper N. Broadway, Suite 410, Corpus Christi TX 78477	Human Resources 361-887-7408		Y
9	KRIS Communications (KRIS-TV) www.kristv.com	Rebecca Paxton, Bus.Mngr 361-886-6112	44	N
10	Cordillera Communications TV Stations Business Managers	Human Resources Attn: Business Mngr		N
11	Medialine www.medialine.com	Mark Shilstone 800-237-8073		N
12	TVJobs www.tvjobs.com	Mark C. Holloway 760-754-8177	9	N
13	Monster.com www.monster.com	Website 1-800-666-7837	17	N
14	LinkedIn Corporation www.linkedin.com	Website		N
15	Indeed.com www.indeed.com	1-800-475-4361 Website	6	N
16	CC Caller Times Job Fair Corpus Christi, Texas	Cindy Herrera 361-886-3707		N

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INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
17	Employee Referral		15	N

**KRIS COMMUNICATIONS INC.
LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD APRIL 1, 2015 - MARCH 31, 2016**

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	10/15/2015	Texas A&M University of Corpus Christi	Recruit Applicants	Career Day - Station set up booth	Rebecca Paxton, Business Mngr
2	2/26/2016	Southern Careers Institute Career Fair	Recruit Applicants	Career Day - Station set up booth	Rebecca Paxton, Business Mngr
3	3/9/2016	Caller Times Career Fair Corpus Christi	Recruit Applicants	Job Fair - Station set up booth	Rebecca Paxton, Business Mngr
4	3/10/2003-ongoing	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are majoring in broadcasting for credit hours	Department Managers (News, Operations, Sales, Promotions)
5	1/01/2004-ongoing	Jim Doyle & Associates	Sales training program	Sales and client relations training for all account executives and management.	All AE's, Sales Management General Manager