

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

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
				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	

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
				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 Program	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	

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
				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	

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) UTILITZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED
				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

[illegible]

	NUMBER HIRED
	1
	1
	1

[illegible]

	NUMBER HIRED
	1
	1
	1
	1

NUMBER HIRED
2
1
1

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

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
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