

**KLRN-TV**  
**501 Broadway**  
**San Antonio, Texas 78215**

**EEO Public File Report**  
**April 1, 2016 – March 31, 2017**

**KLRN TV is an Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data**

<b>Position</b>	<b>Job Title and Posted Sources</b>	<b>Date Filled</b>	<b>Total # of People Interviewed</b>	<b>Source which Referred Interviewee/Recruitment Sources</b>	<b>No. of Interviewees per Source</b>	<b>Hiree Referral Source</b>
<b>1.</b>	<b>Events Coordinator</b>	<b>4/1/16</b>	<b>7</b>	<b>KLRN Website Express News Texas Non Profit Website Staff Referral</b>	<b>3 2 1 1</b>	<b>Staff Referral</b>
<b>2.</b>	<b>Production Specialist</b>	<b>5/9/16</b>	<b>5</b>	<b>KLRN Website Internal Candidate Express News Student Intern</b>	<b>2 1 1 1</b>	<b>Student Intern</b>
<b>3.</b>	<b>Director of News and Production</b>	<b>1/9/17</b>	<b>1</b>	<b>Staff Referral</b>	<b>1</b>	<b>Staff Referral</b>

Total number of interviewees: 13

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

**Recruitment sources utilized by position, set forth on Attachment A.**

<b>Position</b>	<b>Job Title</b>	<b>Sources Utilized for Interviewee/Recruitment</b>
1.	Events Coordinator	1-17
2.	Production Specialist	1-17
3.	Director of News and Production	1,2,6,9, 11-14, 16,17

There is also attached hereto a narrative description of the station's Supplement EEO Outreach Activities (Attachment B).

**Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KLRN TV to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Patrick Lopez, 501 Broadway, San Antonio, TX 78215. KLRN-TV is an Equal Opportunity Employer.

## List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	San Antonio Express News	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 mvadillez@express-news.net	210-250-2317	3
2	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 <a href="mailto:personnel@klrn.org">personnel@klrn.org</a>	210-270-9000	5
3	University of Texas at San Antonio	Career Services	6900NW Loop 1604 W San Antonio, TX 78249 <a href="http://myinterfaase.com/utsa/employer">myinterfaase.com/utsa/employer</a>	210-458-4589	
4	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212 <a href="http://www.accd.edu">www.accd.edu</a>	210-733-2144	
5	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209 <a href="http://myinterfase.com/uiwtx/employer">myinterfase.com/uiwtx/employer</a>	210-829-3931 Fax 210-829-6094	
6	Texas Association of Broadcasters Website	Craig Bean	502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701	512-322-9944	
7	Trinity University	Career Services	One Trinity Place San Antonio, TX 78212 <a href="mailto:careerservices@trinity.edu">careerservices@trinity.edu</a>	210-999-8321	
8	Our Lady of the Lake University	Career Services	411 S.W. 24 <sup>th</sup> Street. UWAC106 San Antonio, TX 78207 <a href="http://myinterfase.com/oll/employer">myinterfase.com/oll/employer</a>	210-431-3971	
9	CPB website	Helpline	<a href="http://Stations.cpb.org/jobline">Stations.cpb.org/jobline</a>	202-879-9600	
10	St. Mary's University	Career Services Center Shelly Garcia	One Camino Center San Antonio, TX 78228 <a href="http://myinterfase.com/stmary/employer">myinterfase.com/stmary/employer</a>	210-436-3102	

11	Yahoo Hotjobs	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 mvadillez@express-news.net	210-250-2317	
12	MySa.com	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 mvadillez@express-news.net	210-250-2317	
13	Indeed.com	pr@indeed.com	7501 N. Capital of Texas Hwy Building B Austin, Texas 78731	512-459-5300	
14	Monster.com	Helpline	Monster Worldwide, Inc. 622 Third Avenue, 39 <sup>th</sup> Floor New York, NY 10017	212-351-7000	
15	Texas Non-Profit Network	Jackie Berretta	P.O. Box 90509 San Antonio, TX 78209 Txnp@txnp.org	210-805-9505	1
16	Internal Candidate	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrn.org	210-270-9000	1
17	Staff Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrn.org	210-270-9000	2
18.	Student Intern	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrn.org	210-270-9000	1

• Asterisk denotes recruitment sources which requested job notification announcements

**KLRN-TV  
501Broadway  
San Antonio, Texas 78215**

**EEO Public File Report  
April 1, 2016 – March 31, 2017**

**Statement of Supplemental EEO Outreach Activities:**

The station hosted tours of the station and gave presentations for a variety of community groups and schools such as a communications class from Texas A&M-San Antonio and an Introduction to Mass Communications class from San Antonio College's Radio-Television-Broadcasting Department that highlight what the station does for the community as well the various jobs and careers in broadcasting. The station made presentations to several community organizations that highlighted what the station does and its role in the community, such as Leadership SA and a class at a communication arts class at the University of Incarnate Word. The station also participated in SA Works and Junior Achievements Job Shadow Day hosting 15 Video Production/Broadcast students from East Central High School. The station also hosted a meet of and presented to the local USO's Transition Veterans group.

The station participates in various job banks of media trade groups whose membership includes substantial participation of women and minorities, such as the CPB website and the Alamo Community College District (St. Phillips College, Palo Alto College and San Antonio College).

Additionally, the station sends various personnel to a variety of training seminars and conferences that enable staff to acquire skills that can qualify them for higher positions and attend sessions on diversity topics. During the last year some of the conferences attended by personnel were: PBS Annual Conference, Public Media Business Association Conference, Greater Public's Public Media Development and Marketing Conference, Texas Society of CPA's Non-Profit Conference, BBC Showcase, Public Television Programmer's Association, Texas Association of Broadcaster's Annual Conference, Texas Diversity Council's Veterans Summit, various webinars throughout the year and a Diversity and Cultural Competency Training. Members of station's senior staff participated in this training during the year.

The station has an internship program available that places college students in department areas through-out the station. The program requires that the student receive college credit for participation. During the past year, the station had five interns in the education department and four in the Production department as part of this program. One of the Production interns who is a minority was later hired for an open position in Production. In addition the station participated in the City of San Antonio's Ambassador Internship program. The program sponsors college interns each summer with local business, giving students exposure to a variety of careers available in the city. This past year the station had one intern over the summer that interned under the Ambassador program in our education department.