

**KGNS-TV, KXNU-LD, KYLX-LD
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 2024**

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
PRODUCER	1-3,5,11	3
SPORTS ANCHOR	1-3,5,11	2
SALES ASSISTANT	1-3,5,11	11
ACCOUNT EXECUTIVE	1-3,5,11	11
MULTIMEDIA JOURNALIST	1-3,5,11	3
ACCOUNT EXECUTIVE	1-3,5,11	11
VIDEOGRAPHER	1-3,5,11	3
MULTIMEDIA JOURNALIST	1-3,5,11	2

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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	5
2	Gray Employment www.gray.tv/jobs	No	5
3	Word of Mouth Referrals	No	2
4	Walk In/Self Referral	No	0
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	11
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 vsanz@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			

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Career Day	On March 5, 2024 KGNS participated in a career day at Harmony School of Innovation. Participants from the station were our morning weather anchor.
2	Career day	On March 6, 2024 KGNS participated in a career day at Antonio Gonzalez Middle School. The station participant was our morning news Anchor.
3	Career day	On March 28, 2024 KGNS participated in the Elias Herrera Middle School. Participant from the stations was our morning weekend news anchor.
4	Career day	On March 28, 2024 KGNS participated in a career day at Bonnie Garcia Elementary School. Participant from the station was our Marketing Director.
5	Career day	On September 20, 2023 KGNS participated in an Expo Job Fair at Sames auto arena. Participant from the station included our Senior Evening News Anchor.
6	Station Tour	On March 2, 2024 KGNS hosted a station tour for the Youth Leadership Group from the Laredo Chamber of Commerce. The station hosts were our News director, news anchor and technical director.
7	Internship Program	We had an intern for the Engineering Department from our local University TAMU. She started on June 7, 2023 and finished on July 15, 2023.
8	Internship Program	We had an intern for the Sales Department

		from our local University TAMIU. She started on May 31, 2023 and finished her internship on July 29, 2023.
9	Internship Program	We currently have an intern for the News Department from our local University TAMIU. She started on Oct 09, 2023 and will finish on April 26, 2024.
10	Internship Program	We currently have an intern for the News Department from our local University TAMIU. He started on February 7, 2024 and will Finish his internship on April 26, 2024.
11	Provided EEO Training to Management Level Personnel	On April 20, 2023 our Office Manager participated in an EEO compliance training seminar provided by our outside FCC counsel Wiley Rein LLP.
12	Career day	On March 7 th 2024 KGNS participated in a career day United Day School. Station participants were our weekend anchor and our IT Engineer.