

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2019 – March 31, 2020

KLRN TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title and Posted Sources	Date Filled	Total # of People Interviewed	Source which Referred Interviewee/Recruitment Sources	No. of Interviewees per Source	Hiree Referral Source
1.	Donor Relations Representative	5/6/19	2	Indeed Board Member Referral	1 1	Board Member Referral
2.	Corporate Relations Manager	5/9/19	3	KLRN Website Indeed	2 1	Indeed
3.	Grant Writer	7/1/19	6	Indeed KLRN Website	4 2	Indeed
4.	Director of School Services	12/2/19	3	Express News Indeed	2 1	Indeed

5.	Vice President Education	12/16/19	3	Express News KLRN Website	2 1	KLRN Website
6.	Director of Early Childhood Services	1/27/20	3	Indeed KLRN Website	2 1	KLRN Website

Total number of interviewees: 20

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.

Position	Job Title	Sources Utilized for Interviewee/Recruitment
1.	Donor Relations Representative	1-19
2.	Corporate Relations Manager	1-15, 17-19
3.	Grant Writer	1-15, 17-19
4.	Director of School Services	1-15, 17-20
5.	Vice President of Education	1-15, 17-20
6.	Director of Early Childhood Services	1-15, 17-20

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	MySa.com	Mary Beth Vadillez	P.O. Box 2925 San Antonio, TX 78299-2925 mvadillez@express-news.net	210-250-2317	4
2	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	6
3	University of Texas at San Antonio	Career Services career.services@utsa.edu	6900 NW Loop 1604 W San Antonio, TX 78249 joinhandshake.com	210-458-4589	
4	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212 purplebriefcase.com	210-733-2144	
5	University of the Incarnate Word	Career Services careers@uiwtx.edu	4301 Broadway San Antonio, TX 78209 joinhandshake.com	210-829-3931 Fax 210-829-6094	
6	Texas Association of Broadcasters Website	Craig Bean	502 E. 11 th Street, Suite 200 Austin, TX 78701	512-322-9944	
7	Trinity University	Career Services careerservices@trinity.edu	One Trinity Place San Antonio, TX 78212 joinhandshake.com	210-999-8321	
8	Our Lady of the Lake University	Career Services cdt@ollusa.edu	411 S.W. 24 th Street. UWAC106 San Antonio, TX 78207 joinhandshake.com	210-431-3971	
9	CPB website	Helpline	Stations.cpb.org/jobline	202-879-9600	
10	St. Mary's University	Career Services Center strivecareer@stmarytx.edu	One Camino Center San Antonio, TX 78228 joinhandshake.com	210-436-3102	

11.	Texas A&M University-San Antonio	Career Services	One University Way Suite 211 San Antonio, TX 78224 joinhandshake.com	210-784-1339	
12	Facebook	Customer Support	1 Hacker Way Menlo Park, CA 94025 www.facebook.com/KLRN	650-543-4800	
13	Indeed.com	pr@indeed.com	7501 N. Capital of Texas Hwy Building B Austin, Texas 78731	512-459-5300	9
14	Monster.com	Helpline	Monster Worldwide, Inc. 622 Third Avenue, 39 th 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	
16	Board Member Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 www.klrn.org	210-270-9000	1
17	Schreiner University	Career Services	2100 Memorial Blvd. Kerrville, TX 78028 joinhandshake.com	800-343-4919	
18.	Texas Lutheran University	Career Services careers@tlu.edu	1000 W. Court Street Seguin, TX 78155 joinhandshake.com	830-372-8178	
19.	Texas State University	Career Services careerservices@txstate.edu	601 University Dr. San Marcos, TX 78666 joinhandshake.com	512-245-2645	

20.	Bexar Necessities	bexarnec@lists.kinetic- data.com	United Way of San Antonio 700 South Alamo San Antonio, TX 78205	210-352-7000	
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- Asterisk denotes recruitment sources which requested job notification announcements

Attachment B

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

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Statement of Supplemental EEO Outreach Activities:

The station hosted tours of the station and gave presentations for a variety of community groups and schools that highlight what the station does for the community as well the various jobs and careers in broadcasting. The station participated in SA Works Job Shadow day hosting students from Southwest Legacy High School and South San Antonio High School classes. The station also has a partnership with Texas A&M International University in Laredo, TX, where newscasts are produced by students at the KLRN Studio on the campus of Texas A&M International University in Laredo, TX and posted online at www.klrn.org/news.

The station participates in various job banks of media trade groups whose membership includes substantial participation of women and minorities, such as the CPB and Texas Non-Profit Network websites and local colleges and universities: the Alamo Community College District (St. Phillips College, Palo Alto College and San Antonio College), the University of Incarnate Word, the University of Texas at San Antonio, Texas A&M San Antonio and St. Mary's University.

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, National Educational Telecommunications Association Education and Engagement Conference, Texas Society of CPA's Non-Profit Conference, BBC Showcase, Public Television Programmer's Association, Texas Association of Broadcaster's Annual Conference, PBS Techcon, and various webinars, workshops and continuing education throughout the year. Two diverse attendees were promoted to senior management positions during the year. 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 two intern in the education department as part of this program. In addition the station participated in the City of San Antonio's Ambassador Internship program. The program sponsors college interns each summer with local businesses and non-profits, giving students exposure to a variety of careers available in the city. This past year the station had two diverse interns over the summer that interned under the Ambassador program in our education department. The station also had two diverse work-study students through the University of San Antonio's RowdyCorps program working in our Education Department. One of those work study students was hired as a part-time employee.