

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2021 – March 31, 2022

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. | Master Control Operator | 6/1/21 | 4 | KLRN Website TAB Website Current Employee | 2 1 1 | KLRN Website |
| 2. | Producer/Editor | 7/14/21 | 2 | KLRN Website Facebook | 1 1 | KLRN Website |
| 3. | Digital Marketing Coordinator | 7/26/21 | 3 | LinkedIn Current Employee | 2 1 | Current Employee |
| 4. | Educational Activities Coordinator | 9/1/21 | 3 | Monster KLRN Website | 2 1 | Monster |

| | | | | | | |
|----|---|----------|---|---|------------------|--------------|
| 5. | Director of Donor Relations | 10/4/21 | 5 | Indeed Employee Referral LinkedIn Association of Fundraising Professionals | 1 2 1 1 | Indeed |
| 6. | Director of Marketing and Digital | 10/18/21 | 5 | Current Employee KLRN Website LinkedIn TAB Website | 1 2 1 1 | TAB Website |
| 7. | Broadcast Operator/TV Traffic Assistant | 2/14/22 | 2 | Indeed KLRN Website | 1 1 | KLRN Website |

Total number of interviewees: 24

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. | Master Control Operator | 1-22 |
| 2. | Producer/Editor | 1-22 |
| 3. | Digital Marketing Coordinator | 1-22 |
| 4. | Educational Activities Coordinator | 1-22 |
| 5. | Director of Donor Relations | 1-22 |
| 6. | Director of Marketing and Digital | 1-22 |
| 7. | Broadcast Operator/TV Traffic Assistant | 1-11, 13-22 |

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 | Rose Smith | P.O. Box 2925 San Antonio, TX 78299-2925 rsmith@hearst.com | 210-250-2317 | 0 |
| 2 | KLRN Website | Patrick Lopez | 501 Broadway San Antonio, TX 78215 personnel@klrn.org | 210-270-9000 | 7 |
| 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 | 0 |
| 4 | San Antonio College | Career Services | 1300 San Pedro San Antonio, TX 78212 purplebriefcase.com | 210-733-2144 | 0 |
| 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 | 0 |
| 6 | Texas Association of Broadcasters Website | Craig Bean | 502 E. 11 th Street, Suite 200 Austin, TX 78701 | 512-322-9944 | 2 |
| 7 | Trinity University | Career Services careerservices@trinity.edu | One Trinity Place San Antonio, TX 78212 joinhandshake.com | 210-999-8321 | 0 |
| 8 | Our Lady of the Lake University | Career Services ccdt@ollusa.edu | 411 S.W. 24 th Street. UWAC106 San Antonio, TX 78207 joinhandshake.com | 210-431-3971 | 0 |
| 9 | CPB website | Helpline | Stations.cpb.org/jobline | 202-879-9600 | 0 |
| 10 | St. Mary's University | Career Services Center strivecareer@stmarytx.edu | One Camino Center San Antonio, TX 78228 joinhandshake.com | 210-436-3102 | 0 |

| | | | | | |
|-----|----------------------------------|---|---|--------------|---|
| 11. | Texas A&M University-San Antonio | Career Services | One University Way Suite 211 San Antonio, TX 78224 joinhandshake.com | 210-784-1339 | 0 |
| 12 | Facebook | Customer Support | 1 Hacker Way Menlo Park, CA 94025 www.facebook.com/KLRN | 650-543-4800 | 1 |
| 13 | Indeed.com | pr@indeed.com | 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 | 512-459-5300 | 2 |
| 14 | Monster.com | Helpline | Monster Worldwide, Inc. 622 Third Avenue, 39 th Floor New York, NY 10017 | 212-351-7000 | 2 |
| 15 | Texas Non-Profit Network | Jackie Berretta | P.O. Box 90509 San Antonio, TX 78209 Txnp@txnp.org | 210-805-9505 | 0 |
| 16 | Schreiner University | Career Services | 2100 Memorial Blvd. Kerrville, TX 78028 joinhandshake.com | 800-343-4919 | 0 |
| 17 | Texas Lutheran University | Career Services careers@tlu.edu | 1000 W. Court Street Seguin, TX 78155 joinhandshake.com | 830-372-8178 | 0 |
| 18. | Texas State University | Career Services careerservices@txstate.edu | 601 University Dr. San Marcos, TX 78666 joinhandshake.com | 512-245-2645 | 0 |
| 19. | LinkedIn | Linkedin.com/job postings | 1000 W. Maude Ave. Sunnyvale, CA 94085 | 650-687-3600 | 4 |

| | | | | | |
|------------|---|----------------------|--|---------------------|----------|
| 20. | Association of Fundraising Professionals | afpglobal.org | 4300 Wilson Blvd. Suite 300 Arlington, VA 22203 | 703-684-0410 | 1 |
| 21. | Current Employee | Patrick Lopez | 501 Broadway San Antonio, TX 78215 personnel@klrn.org | 210-270-9000 | 3 |
| 22. | Employee Referral | Patrick Lopez | 501 Broadway San Antonio, TX 78215 personnel@klrn.org | 210-270-9000 | 2 |

Asterisk denotes recruitment sources which requested job notification announcements

Attachment B

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Statement of Supplemental EEO Outreach Activities:

The station participates in various job banks of media trade groups whose membership includes substantial participation of women and minorities by posting all open full-time positions with them, such as the Corporation for Public Broadcasting 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. Due to the COVID-19 pandemic, conferences during the past year were all remote via ZOOM and other remote technology. During the last year some of the conferences attended by personnel were: Public Media Business Association Conference, National Educational Telecommunications Association Education and Engagement Conference, Texas Public Media Staff Summit, Texas Society of CPA's Non-Profit Conference, Public Television Programmer's Association, Public Media Development and Marketing Conference, America's Public Television Stations Public Media Summit, PBS annual Meeting, American Public Television Fall Marketplace, San Antonio Area Foundation Non-Profit Leadership Program and various webinars, workshops and continuing education throughout the year. One staff member that is in a minority group that participated in the training during the past year was promoted 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. Due to the COVID-19 pandemic the program was curtailed during the last year. During the past year, the station had one intern in the development department last spring semester as part of this program and one previous intern was hired as a part time employee in our development department. The station also had two diverse work-study students through the University of San Antonio's Rowdy Corps program working in our Education Department, one in the Fall and one throughout the year. One of those work study students was hired as a part-time employee. The station also partnered with San Antonio College to offer a paid production department internship opportunity for recipients of College's Rosenda Rios Memorial Endowed Scholarship. The first recipient of the scholarship program was hired for the 2022 spring semester as an intern. We also worked with San Antonio College to help re-design their broadcast curriculum for today's broadcast industry.