

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2022 – March 31, 2023

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(s) which Referred Interviewee(s)	No. of Interviewees per Source	Hiree Referral Source
1.	Accountant	10/12/22	1	Current Employee	1	Current Employee
2.	Grant Writer	10/12/22	3	KLRN Website Indeed Previous Board Member Referral	1 1 1	Indeed
3.	Corporate Relations Associate	10/17/22	4	KLRN Website Indeed	3 1	Indeed
4.	Educational Activities Coordinator	1/3/23	3	Bexar Necessities KLRN Website	1 2	Bexar Necessities

Total number of interviewees: 11

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.	Accountant	1-19, 21-23
2.	Grant Writer	1-23
3.	Corporate Relations Associate	1-23
4.	Educational Activities Coordinator	1-19, 21-24

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.

Attachment A

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	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	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	0
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	0
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	0
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	0

20.	Association of Fundraising Professionals	afpglobal.org	4300 Wilson Blvd. Suite 300 Arlington, VA 22203	703-684-0410	0
21.	Current Employee	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	1
22.	Employee Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	0
23.	Previous Board Member Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	1
24.	Bexar Necessities	Kevin Femmel	700 S Alamo St. San Antonio, TX 78205 Bexar-necessities@gaggle.email	kfemmel@unitedwaysa tx.org	1

*Asterisk denotes recruitment sources which requested job notification announcements

Attachment B

**KLRN-TV
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Statement of Supplemental EEO Outreach Activities:

Throughout the reporting period, the station participated in various job banks of media trade groups whose membership includes substantial participation of women and minorities. Station personnel, including the Executive Vice President & CFO, posted all open full-time positions, including any upper-level job openings, with these groups, 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.

On August 25, 2022 we hosted 17 Trinity University Advising Corps students and gave them a tour of the station and overviews from several departments about various projects we're working on and the work done by different departments and staff.

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. Some of the 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, including: President & CEO, Executive Vice President & CFO, Executive Assistant/Assistant Secretary, Vice President of Institutional Advancement, Vice President of Education, Director of School Services, Director of Early Childhood Services, Education and Community Engagement Manager, Education Activities Coordinator, Community and Media Engagement Manager, and Director of Marketing and Digital, and Director of Donor Relations were: Public Media Business Association Conference (June 1-3, 2022), National Educational Telecommunications Association Education and Engagement Conference (September 18-22, 2022), Texas Society of CPA's Non-Profit Conference (May 23-24, 2022), Public Media Development and Marketing Conference (July 19-21, 2022), America's Public Television Stations Public Media Summit (February 27-28, 2023), PBS annual Meeting (May 24-26, 2022),

PBS Major Gifts Training (September 12-14, 2022) and various webinars, workshops and continuing education throughout the year. Members of station's senior staff participated in this training during the year.

All staff and interns, and management staff including the President & CEO, Executive Vice President & CFO, Vice President of Institutional Advancement, Vice President of Engineer and Vice President of Education, participated in Harassment and Bias Training from May 2, 2022 to September 30, 2022. These trainings covered methods of ensuring equal employment opportunity and preventing discrimination. All staff, and management staff including the Executive Vice President & CFO, had the opportunity to participate in the Texas Public Media Staff Summit (April 14, 2022), the training featured training on diversity, equity and inclusion. The Summit was recorded and available for later viewing by staff. On June 17, 2022 the Executive Vice President & CFO, Vice President of Education, Director of School Services, Director of Early Childhood Services, Director of Marketing and Digital, Community Engagement & Media Manager, Education & Community Engagement Manager, Education Activities Coordinator, Education Events Assistance and our Learning and Instruction Facilitators attended Cultural Competency Training with the Racial Equity Institute, LLC.

The station has an internship program available that places college students in department areas throughout the station. The program requires that the student receive college credit for participation. The station also had one diverse work-study students through the University of San Antonio's Rowdy Corps program working in our Education Department with our Director of School Services and our Vice President of Education, during the 2022 Spring semester. That work-study student was hired as a part-time employee after they graduated and then as a full-time employee in the October 2022. The station also had three 2022 summer interns through Family Service Association for six weeks that worked with our Director of Early Childhood Services assisting with community outreach. One of those students was hired as a part-time employee after their internship. 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. A recipient of the scholarship program was hired for the 2022 Fall semester as an intern and was supervised by our Director of News and Production.