

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2024 – March 31, 2025

KLRN TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People	Source(s) which Referred Interviewee(s) Sources	No. of Interviewees per Source	Hire Referral Source
1.	Director of Technology	4/1/24	4	KLRN Website Employee Referral	3 1	Employee Referral
2.	Manager Sponsorships and Branding Solutions	5/20/24	6	Current Employee LinkedIn KLRN Website	1 2 3	KLRN Website
3.	Director of Marketing	10/28/24	4	KLRN Website Employee Referral	3 1	KLRN Website
4.	Production Assistant/Editor	11/11/24	5	Indeed KLRN Website Current Employee	1 3 1	Current Employee
5.	Education Activities Coordinator	11/18/24	3	Indeed	3	Indeed
6.	Education Community and Engagement Manager	1/13/25	3	Employee Referral KLRN Website	2 1	Employee Referral

Total number of interviewees: 25

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)

Public recruitment sources utilized for each position (numbers correspond to recruitment source list in Attachment A):

Position	Job Title	Public Sources Utilized for Recruitment
1.	Director of Technology	1-18, 23-24
2.	Manager Sponsorships and Branding Solutions	1-18
3.	Director of Marketing	1-18
4.	Production Assistant/Editor	1-18
5.	Education Activities Coordinator	1-18, 22
6.	Education Community and Engagement Manager	1-18, 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	Margie Watson	P.O. Box 2925 San Antonio, TX 78299-2925 margie.watson@hearst.com	210-250-2343	0
2	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	13
3	University of Texas at San Antonio	Career Services	1 UTSA Drive San Antonio, TX 78249 Career.services@utsa.edu	210-458-4589	0
4	Alamo Colleges District	Career Services	2222 North Alamo Street San Antonio, TX 78215 csegura31@alamo.edu	210-733-2144	0
5	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209 careerservices@uiwtx.edu	210-829-3931	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	One Trinity Place San Antonio, TX 78212 celcs@trinity.edu	210-999-8321	0
8	Our Lady of the Lake University	Career Services	411 S.W. 24 th Street San Antonio, TX 78207 ccdt@ollusa.edu	210-431-3971	0
9	Corporation of Public Broadcasters Website	Helpline	Stations.cpb.org/jobline	202-879-9600	0
10	St. Mary's University	Career Services Center	One Camino Center San Antonio, TX 78228 rattlercareers@stmarytx.edu	210-436-3102	0

11.	Texas A&M University-San Antonio	Career Services	One University Way Suite 211 San Antonio, TX 78224 mays.center@tamusa.edu	210-784-1356	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	4
14	Monster.com	Helpline	Monster Worldwide, Inc. 622 Third Avenue, 39 th Floor New York, NY 10017	212-351-7000	0
15	Schreiner University	Career Services	2100 Memorial Blvd. Kerrville, TX 78028 admissions.schreiner.edu	800-343-4919	0
16	Texas Lutheran University	Career Services	1000 W. Court Street Seguin, TX 78155 careers@tlu.edu	830-372-8178	0
17	Texas State University	Career Services	601 University Dr. San Marcos, TX 78666 careerservices@txstate.edu	512-245-2645	0
18.	LinkedIn	LinkedIn.com/job postings	1000 W. Maude Ave. Sunnyvale, CA 94085	650-687-3600	2
19.	Current Employee	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	2

20.	Employee Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	4
21.	Board Member Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	0
22.	Bexar Necessities	Diane Talamantez	700 S Alamo St. San Antonio, TX 78205 Bexar-necessities@gaggle.email	dtalamantez@unitedwa ysatx.org	0
23.	Public Media Business Association	pmbaonline.mcjobboard.net /job/post/add	2365 Harrodsburg Road, STE A325 Lexington, KY 40504	info@pmbaonline.org	0
24.	Society of Broadcast Engineers	Scott Jones	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 kjones	317-846-9000	0

*Asterisk denotes recruitment sources which requested job notification announcements

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Statement of Supplemental EEO Outreach Activities:

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

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 website 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.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

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 Technology, Director of Early Childhood Services, Director of School Services, Digital Marketing Manager, and Director of Marketing and Digital, were: Public Media Business Association Conference (May 28-May 31, 2024), National Educational Telecommunications Association Education and Engagement Conference (September 15-18, 2024), Public Media Development and Marketing Conference (August 12-16, 2024), America's Public Television Stations Public Media Summit (February 24-26, 2025), Public Television Programmer's Association Conference (May 18-19, 2024), PBS annual Meeting (May 19-21, 2024), and various webinars, workshops and continuing education throughout the year. Members of station's senior staff participated in this training during the year.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All staff and interns, and management staff including the President & CEO, Executive Vice President & CFO, Vice President of Institutional Advancement, Vice President of Engineering and Vice President of Education, participated in Harassment and Bias Training from January 22, 2024 to September 30, 2024. These trainings covered methods of ensuring equal employment opportunity and preventing discrimination.

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

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 had one intern hired under the program. The intern worked with our Director of Marketing and Digital in the Spring 2024 Semester in our Marketing Department.

The station also had one diverse work-study student through a local university work study program. One student with the University of San Antonio's Rowdy Corps in the Spring of 2024 who was later hired as a part-time employee working in our Education Department with our Director of Early Childhood Education and our Vice President of Education.

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 three interns over the summer that interned under the Ambassador program in our Education Department working with our Director of Early Childhood Education and our Vice President of Education.

The station also had two 2024 summer interns through the Family Service Association for six weeks that worked with our Director of Early Childhood Services assisting with community outreach.

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, all recipients were from diverse groups. Recipients of the scholarship program were hired for the 2024 Spring, 2024 Fall and 2025 Spring semesters as interns and were supervised by our Director of News and Production. A recipient of the scholarship program was hired for the 2024 Spring semester as an intern was later hired as a Part-time employee and then later as a full-time employee.