Alamo Public Telecommunications Council dba KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report

April 1, 2025 – March 31, 2026
Amended October 19, 2026

KLRN TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data[1]

Position	Job Title	Date Filled	Total # of Interviewees	Source(s) which Referred Interviewee(s) Sources	No. of Interviewees per Source	Hiree Referral Source
1.	Donor Relations Associate	12/29/25	6	KLRN Website Current Employee MySa.com Friend of KLRN	2 1 2 1	Current Employee
2.	Director of School Services	2/23/26	5	Current Employee Indeed KLRN Website Bexar Necessities	1 1 2 1	Current Employee

[1] Indeed sometimes scrapes and then reposts vacancy information that was posted to other websites; thus, some interviewees/hirees were referred by Indeed.

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.	Donor Relations Associate	1-3, 6, 10, 14, 16, 20, 23
2.	Director of School Services	1, 2, 16

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	Margie Watson	P.O. Box 2925 San Antonio, TX 78299-2925 margie.watson@hearst.com	210-250-2343	2
2.	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	4
3.	University of Texas at San Antonio (via Handshake)	Career Services	1 UTSA Drive San Antonio, TX 78249 Career.services@utsa.edu	210-458-4589	0
4.	Alamo Colleges District (via Handshake)	Career Services	2222 North Alamo Street San Antonio, TX 78215 csegura31@alamo.edu	210-733-2144	0
5.	University of the Incarnate Word (via Handshake)	Career Services	4301 Broadway San Antonio, TX 78209 careerservices@uiwtx.edu	210-829-3931	0
6.	Texas State University (via Handshake)	Career Services	601 University Dr. San Marcos, TX 78666 careerservices@txstate.edu	512-245-2645	0
7.	Trinity University (via Handshake)	Career Services	One Trinity Place San Antonio, TX 78212 celcs@trinity.edu	210-999-8321	0
8.	Our Lady of the Lake University (via Handshake)	Career Services	411 S.W. 24th Street San Antonio, TX 78207 ccdt@ollusa.edu	210-431-3971	0
9.	St. Mary's University	Career Services Center	One Camino Center San Antonio, TX 78228 rattlercareers@stmarytx.edu	210-436-3102	0

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
10.	**Texas A&M University-San Antonio** (via Handshake)	**Career Services**	**One University Way Suite 211 San Antonio, TX 78224 mays.center@tamusa.edu**	**210-784-1356**	**0**
11.	**Facebook**	**Customer Support**	**1 Hacker Way Menlo Park, CA 94025 www.facebook.com/KLRN**	**650-543-4800**	**0**
12.	**Indeed.com**[2]	**pr@indeed.com**	**7501 N. Capital of Texas Hwy Building B Austin, Texas 78731**	**512-459-5300**	**1**
13.	**Schreiner University** (via Handshake)	**Career Services**	**2100 Memorial Blvd. Kerrville, TX 78028 admissions.schreiner.edu**	**800-343-4919**	**0**
14.	**Texas Lutheran University** (via Handshake)	**Career Services**	**1000 W. Court Street Seguin, TX 78155 careers@tlu.edu**	**830-372-8178**	**0**
15.	**Friend of KLRN Referral**	**Patrick Lopez**	**501 Broadway San Antonio, TX 78215 personnel@klrn.org**	**210-270-9000**	**1**
16.	**LinkedIn**	**Linkedin.com/job postings**	**1000 W. Maude Ave. Sunnyvale, CA 94085**	**650-687-3600**	**0**
17.	**Current Employee**	**Patrick Lopez**	**501 Broadway San Antonio, TX 78215 personnel@klrn.org**	**210-270-9000**	**2**

[2] *See* footnote 1.

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
18.	Employee Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	0
19.	Bexar Necessities	Diane Talamantez	700 S Alamo St. San Antonio, TX 78205 Bexar-necessities@gaggle.email	dtalamantez@unitedwaysatx.org	1
20.	TAB Website	Craig Bean	502 E. 11th Street Suite 200 Austin, TX 78701	512-322-9944	0
21.	Public Media Business Association	https://pmbaonline.mcjobboard.net/jobs	2365 Harrodsburg Road, STE A325 Lexington, KY 40504	info@pmbaonline.org	0
22.	Society of Broadcast Engineers	Scott Jones	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 kjones	317-846-9000	0
23	University of Texas at El Paso				0

Total number of interviewees: 11

*Asterisk denotes recruitment sources which requested job notification announcements

Attachment B

KLRN-TV
501 Broadway
San Antonio, Texas 78215

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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 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. 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, Vice President of Institutional Advancement, Vice President of Education, Director of Technology, Digital Marketing Manager, Donor Relations Associate, and Director of Marketing and Digital, were: Public Media Business Association Conference (May 27-May 30, 2025), TXCPA Nonprofit Conference (May 19-20, 2025), National Association of Broadcasters (April 5-9, 2025), Public Media Tech Connect 2025 (April 4, 2025), Public Media Development and Marketing Conference (July 7-10, 2025), Public Television Programmer's Association Conference (May 18-19, 2025), PBS annual Meeting (May 19-21, 2025), Texas Association of

Broadcasters Convention and Trade Show (August 6-7, 2025), National Educational Telecommunications Association Education and Engagement Conference (September 15-17, 2025) 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.

The Executive Vice President & CFO participated in HR Training at the Public Media Business Association Conference (May 27-May 30, 2025) and the TXCPA Nonprofit Conference (May 19-20, 2025). 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 station had one intern hired under the program from Texas A&M. The intern worked with our Director of Production in the Summer 2025 Semester in our Production Department.

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

The station also had three 2025 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. Recipients of the scholarship program were hired for the 2025 and 2026 Spring semesters as interns and were supervised by our Director of News and Production.