

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2003 – March 31, 2004

KLRN-TV is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee/Recruitment Sources	No. of Interviewees Per Source	Hiree Referral Source
1.	Assistant Chief Engineer	4/14/03	7	KLRN Website San Antonio Express-News paper and website Current paper and website Austin Statesman paper PBS Express	1 6	KLRN Website
2.	Grantwriter	5/5/03	7	San Antonio Express-News paper and website KLRN Website Employee referral	6 1	Employee referral
3.	Administrative Assistant – Telecommunications/Education	5/12/03	7	San Antonio Express-News paper and website KLRN Website University of Texas at San Antonio St. Philips College	7	San Antonio Express-News
4.	Administrative Assistant – Donor Relations	8/25/03	4	San Antonio Express-News paper and website KLRN Website University of Texas at	4	San Antonio Express-News

				San Antonio St. Philips College San Antonio College The University of Incarnate Word Texas Association of Broadcasters Website		
5.	Director of School Services	10/15/03	8	KLRN Website University of Texas at San Antonio San Antonio Express- News paper and website St. Philips College San Antonio College University of the Incarnate Word Texas Association of Broadcasters Website	3 5	San Antonio Express- News
6.	Director of Early Childhood	11/5/03	3	KLRN Website San Antonio Express- News paper and website University of Texas at San Antonio St. Philips College Texas Association of Broadcasters Website	3	San Antonio Express- News
7.	Administrative Assistant Telecommunications	11/17/03	12	KLRN Website San Antonio Express- News paper and website Texas Association of Broadcasters Website	2 10	San Antonio Express- News
8.	Broadcast Operations Assistant	7/16/03	6	KLRN-TV Website San Antonio Express- News paper and website Texas Association of	4	

				Broadcasters Website Active Employees	2	Internal Candidate
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Total number of interviewees for
all full time positions 54

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	San Antonio Express-News	Karen Carter	P.O. Box 2171 San Antonio, TX 78297-2171 karenc@express-news.net	210-250-2376	46
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	6900NW Loop 1604 W San Antonio, TX 78249	210-458-4589	0
4	St. Philips College	Career Services	1801 Martin Luther King Dr. San Antonio, TX 78203	210-531-3397	0
5	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212	210-733-2144	0
6	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209	210-829-3931 Fax 210-829-6094	0
7	PBS Express	Patrick Lopez	501 Broadway San Antonio, TX 78209	210-270-9000	0

8	Current Newspaper	Danielle Mugin	1612 K St., N.W. Suite 704 Washington, D.C. 20006	202-463-7055	0
9	Austin Statesman	Classified Advertising Department	2108 S. Lamar Blvd. Austin, TX 78704	512-441-9352	0
10.	Texas Association of Broadcasters Website	Craig Bean	502 E. 11th Street, Suite 200 Austin, TX 78701	512-322-9944	0
11.	Active Employees	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	2

* Asterisk denotes recruitment sources which requested job notification announcements

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Statement of Supplemental EEO Outreach Activities:

KLRN has created two web-based resources designed for high school age students, with a job skills focus. One is an entire site www.careerfest.net designed to introduce students to career tracks with desirable in-demand jobs. Visitors to this site can see "day in the life" streaming video segments about aviation careers at Southwest Airlines, and learn about career opportunities in a total of 16 career areas. This site was implemented and is maintained by KLRN, for use by students, parents and employers in the region.

Another very engaging web resource is related to a multi-part broadcast television series called "Fresh Cuts." These programs showcase the video works created by area high school and college students, featuring the filmmakers as well as samples of their work. The companion web site has streaming media versions of the videos plus additional information about the students involved.

Both of these sites, in an entertaining and engaging way, engage students in understanding that good jobs don't "just happen" -- they are the product of training, practice and conscientious execution to meet the expectations of their employer. Although the "Fresh Cuts" project is specifically about producing media for broadcast, the Careerfest site actually employs some of the same job skills to convey career information. The Careerfest site has information about several broadcast careers including Broadcast Sound Technician, News Reporter and Director.

In addition, the station participated in a job fair with The San Antonio Colleges and Universities Placement Association towards our goal of participation in four job fairs in a two-year period.