

KLRN-TV
501 Broadway
San Antonio, Texas 78215

EEO Public File Report
April 1, 2008 – March 31, 2009

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.	TV Traffic Assistant Express News Yahoo Hotjobs KLRN Website Corporation of Public Broadcasting Website Texas Association of Broadcasters Website University of Texas San Antonio Website Our Lady of the Lake University Website University of the Incarnate Word Website St. Mary's University Website St. Phillip's College Trinity University	4/7/08	3	Internal Candidate KLRN Website	1 2	Internal Candidate
2.	Development Information Assistant - Aimee Express News Yahoo Hotjobs KLRN Website The University of Texas San Antonio Website The University of the Incarnate Word Website St. Mary's University Website Our Lady of the Lake University Website San Antonio College Website	4/14/08	5	Volunteer Express News-Yahoo Hotjobs	1 4	Express News-Yahoo Hotjobs

	Corporation of Public Broadcasting Website Texas Association of Broadcasters Website St. Phillip's College Texas Non Profit Website					
3.	Director of Production – Jack Express News Yahoo Hotjobs KLRN Website Texas Non Profit Texas Association of Broadcasters Website Corporation of Public Broadcasting Website University of Texas San Antonio Website University of the Incarnate Word Website San Antonio College Website Our Lady of the Lake Website Trinity University Website St. Mary's University Website St. Phillip's College	4/21/08	6	KLRN Website Internal Candidate CPB Website	3 2 1	Internal Candidate
4.	Account Executive – Andrea Scotto Express News Yahoo Hotjobs KLRN Website Texas Non Profit Website University of Texas San Antonio Website St. Mary's University Website Our Lady of the Lake University Website University of the Incarnate Word Website San Antonio College Website Corporation of Public Broadcasting Website Texas Association of Public Broadcasters Website St. Phillip's College Trinity University Website	4/21/08	11	Express News-Yahoo Hotjobs Employee Referral KLRN Website	5 4 2	Employee Referral
5.	Membership Manager - Michelle Express News-Yahoo Hotjobs KLRN Website Texas Non-Profit Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website University of Texas San Antonio Website University of the Incarnate Word Website Our Lady of the Lake University Website St. Mary's University Website	4/28/08	12	Express News-Yahoo Hotjobs CPB Website Employee Referral Volunteer KLRN Website Trinity University Website	2 1 3 1 4 1	KLRN Website

	Trinity University Website San Antonio College Website St. Phillips College					
6.	Master Control Broadcast Operator Alan Express News Yahoo Hotjobs KLRN Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website PBS Connect	5/5/08	3	PBS Connect KLRN Website Express News-Yahoo Hotjobs	1 1 1	KLRN Website
7.	Institutional Advancement Information Assistant – Vivian Express News Yahoo Hotjobs KLRN Website St. Mary’s University Website Trinity University Website University of Texas San Antonio Website Our Lady of the Lake University Website University of the Incarnate Word Website San Antonio College Website Texas Association of Broadcasters Website Corporation of Public Broadcastings Website Texas Non Profit Website	5/9/08	4	Express News-Yahoo Hotjobs KLRN Website	3 1	KLRN Website
8.	Editor/Producer – Leigh Express News Yahoo Hotjobs KLRN Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website University of Texas San Antonio Website St. Mary’s University Website Trinity University Website Our Lady of the Lake University Website San Antonio College Website University of the Incarnate Word Website	5/27/08	5	Express News-Yahoo Hotjobs KLRN Website TAB Website	3 1 1	KLRN Website
9.	Institutional Advancement Information Assistant Express News Yahoo Hotjobs KLRN Website St. Mary’s University Website	7/14/08	12	Express News Yahoo- Hotjobs KLRN Website	7 5	Express News – Yahoo Hotjobs

	Trinity University Website University of Texas San Antonio Website Our Lady of the Lake University Website University of the Incarnate Word Website San Antonio College Website Texas Non Profit Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website					
10.	Writer Express News Yahoo Hotjobs KLRN Website St. Mary's University Website Trinity University Website University of Texas San Antonio Website Our Lady of the Lake University Website University of the Incarnate Word Website San Antonio College Website Texas Non Profit Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website	7/28/08	12	Express News-Yahoo Hotjobs UTSA KLRN Website UIW OLLU	3 1 6 1 1	KLRN Website
11.	Events Coordinator – Rebecca Express News Yahoo Hotjobs KLRN Website Texas Non Profit Website St. Mary's University Website Trinity University Website Our Lady of the Lake University Website San Antonio College Website University of the Incarnate Word Website University of Texas San Antonio Website Corporation of Public Broadcasting Website Texas Association of Public Broadcasters Website	9/11/08	13	Express News – Yahoo Hotjobs KLRN Website Employee Referral	7 2 4	Express News – Yahoo Hotjobs
12.	Education Activities Coordinator Express News Hot Jobs KLRN Website Texas Non Profits Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website University of Texas San Antonio Website University of the Incarnate Word Website Our Lady of the Lake University Website	12/15/08	4	Express News-Yahoo Hotjobs Internal Candidate	3 1	Internal Candida te

	St. Mary's University Website Trinity University Website San Antonio College Website					
13.	Director of Early Childhood Services Express News Yahoo Hotjobs KLRN Website Texas Non Profits Website Texas Association of Broadcasters Website Corporation of Public Broadcasting Website University of Texas San Antonio Website University of the Incarnate Word Website St. Mary's University Website Our Lady of the Lake University Website Trinity University Website San Antonio College Website	12/17/08	8	KLRN Website Texas Non-Profit Website	5 3	KLRN Website

Total number of interviewees: 98

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 2925 San Antonio, TX 78299-2925 karenc@express-news.net	210-250-2376	36
2	KLRN Website	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	20
3	University of Texas at San Antonio	Career Services	6900NW Loop 1604 W San Antonio, TX 78249 myinterfaase.com/utsa/employer	210-458-4589	1
4	St. Philips College	Career Services	1801 Martin Luther King Dr. San Antonio, TX 78203 www.accd.edu	210-531-3397	
5	San Antonio College	Career Services	1300 San Pedro San Antonio, TX 78212 www.accd.edu	210-733-2144	
6	University of the Incarnate Word	Career Services	4301 Broadway San Antonio, TX 78209 myinterfase.com/uiwtx/employer	210-829-3931 Fax 210-829-6094	
7.	Texas Association of Broadcasters Website	Craig Bean	502 E. 11 th Street, Suite 200 Austin, TX 78701	512-322-9944	
8.	Employees Referrals	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	6
9.	Trinity University	Career Services	One Trinity Place San Antonio, TX 78212 careerservices@trinity.edu	210-999-8321	1
10.	Our Lady of the Lake University	Career Services	411 S.W. 24 th Street. UWAC106 San Antonio, TX 78207	210-431-3971	

			myinterfase.com/oll/employer		
11.	Palo Alto College	L. Ortega	1400 W. Villaret San Antonio, TX www.accd.edu	210-921-5398	
12.	CPB website		Stations.cpb.org/jobline		
13.	St. Mary's University	Career Services Center Shelly Garcia	One Camino Center San Antonio, TX 78228 myinterfase.com/stmary/employer	210-436-3102	
14.	Board Member Referrals	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	
15.	Volunteer Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	
16.	Non-Employee Referral	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	2
17.	Society for Broadcast Engineers	K. Jones	9102 North Meridian Street Suite 150 Indianapolis, IN 46260 www.sbe.org	317-846-9000	
18.	Internal Candidate	Patrick Lopez	501 Broadway San Antonio, TX 78215 personnel@klrn.org	210-270-9000	2
19.	Texas Non-Profit Website	txnp@txnp.org	P.O. Box 90509 San Antonio, TX 78209 www.txnp.org	210-805-9505	2
20.	Yahoo Hotjobs Express News	Karen Carter	P.O. Box 2925 San Antonio, TX 78299-2925 karenc@express-news.net	1-866-753-3200	45

- 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 created and maintained by the station is related to our broadcast of a program "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.

The station's Executive VP of Finance and CFO was a participant in PBS's Leadership Diversity Program and attended training on EEO, diversity and discrimination and was promoted from Senior Vice President of Finance and Business Administration to Executive VP of Finance and CFO during the past year. The station's Vice President of Marketing was a participant in the San Antonio Greater Chamber of Commerce and The San Antonio Hispanic Chamber of Commerce's Leadership San Antonio Class during the past year.

The station also hosted tours of the station and gave presentations for various community groups and schools that highlight what the station does for the community as well the various jobs and careers in broadcasting.

The station participates in various job banks and outreach newsletters of media trade groups whose membership includes substantial participation of women and minorities, such as PBS Connect, CPB website, St. Phillips College, Palo Alto College and San Antonio College.

Additionally, the station sends various personnel to a variety of training seminars and conferences that enables staff to acquire skills that can qualify them for higher positions. During the last year some of the conferences attended by personnel were: PBS Development Conference, PBS Technology Conference, NAB, TAB, Ready to Learn Conference, National Center for Outreach Conference, and the Public Broadcasting Management Association Conference.

The station is participating in an internship program with the Corporation for Public Broadcasting and The Emma Bowen Foundation. The station has an intern from the program that is working in several departments over five summers. During this past year the intern worked in our Production department. In addition, the station has an internship program available that places college students in several department areas through out the station. The program requires that the student get college credit for participation.