

## EEO PUBLIC FILE REPORT

For the 12-month period ending 3/29/2008

Prepared by: KVEO/ Maria Fulford, Business Manager

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location City, State	LMA
KVEO	12523	Television	Brownsville Texas	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
1. Account Executive	01/01/07	03/27/07
2. Business Manager	05/01/07	06/18/07
3. News Director	06/20/07	08/07/07
4. Executive Producer	07/05/07	08/10/07
5. Anchor Producer	07/24/07	08/27/07
6. Meteorologist	07/24/07	08/27/07
7. Sports/News Reporter	07/24/07	08/27/07
8. Reporter	07/24/07	08/27/07
9. Reporter	07/24/07	08/27/07
10. Reporter	07/24/07	08/27/07
11. Chief Photographer	07/24/07	08/30/07
12. Program Director	07/24/07	09/03/07
13. Technical Director	07/24/07	09/17/07
14. On Air Director	07/24/07	09/17/07
15. News Photographer	07/24/07	09/17/07
16. Traffic Assistant	07/24/07	09/17/07
17. Editor / TD	07/24/07	09/26/07
18. Receptionist	09/26/07	10/11/07
19. Programming Assistant	09/17/07	10/11/07
20. Producer	10/02/07	11/01/07
21. ½ Promotions , 1/2 Camera	01/26/08	02/26/08
22. Production Assistant	01/26/08	02/26/08
23. Receptionist	09/26/07	03/06/08

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>
1. Texas Association of Broadcasters Job Bank	502 E. 11th Street Suite 200 Austin, Texas 78701	Website www.tab.org	(512) 322-9944
2. University of Texas – Pan American	1201 W. University, Edinburg, TX 78539	Rick Cano	956-381-2283
3. Texas Workforce Commission	100 Morningside Rd. Brownsville 78521	Eddie Salgado	956-544-6003
4. University of Texas in Brownsville	80 Fort Brown Brownsville, TX 78521	David Gonzalez	956-548-6554
5. KVEO-TV / Website	<a href="http://www.KVEO.com">www.KVEO.com</a>	Mark Nino	956-544-2323
6. Television Ad – KVEO	394 North Expressway Brownsville, TX 78521	Shannon Tetreau	956-544-2323
7. Employee Posting	394 North Expressway Brownsville, TX 78521	Maria Fulford	956-544-2323
8. Talent Dynamics	600 E. Las Colinas Blvd. Suite 100 Irving, TX 75039	Web Ad	972—351-9018
9. TV-Jobs		Web Ad <a href="http://www.tvjob.com">www.tvjob.com</a>	
10. University of Texas-Austin	Website	<a href="http://acesut.utexas.edu">http://acesut.utexas.edu</a>	

C. The following is a list of the sources for full time jobs shown in Section A above and the recruitment source which provided the hire for that position:

<b>Job Title</b>	<b>Recruitment Source</b>
1. Account Executive	Employee Referral
2. Business Manager	Employee Referral
3. News Director	Talent Dynamics
4. Executive Producer	Talent Dynamics
5. Anchor Director	TVjob.com
6. Meteorologist	TVjob.com
7. Sports/News Reporter	Talent Dynamics
8. Reporter	TVjob.com
9. Reporter	Talent Dynamics
10. Reporter	TVjob.com
11. Chief Photographer	Outside Referral
12. Program Director	Employee Posting
13. Technical Director	Employee Referral
14. On Air Director	Employee Referral
15. News Photographer	Employee Posting
16. Traffic Assistant	Employee Posting
17. Editor / TD	Employee Posting
18. Receptionist	KVEO-TV Website
19. Programming Assistant	Employee Posting
20. Producer	Employee Referral
21. ½ Promotions & ½ Camera	Employee Posting
22. Production Assistant	Employee Posting
23. Receptionist	KVEO-TV Website

D. During the previous 12 months, there were a total of 56 people interviewed for vacancies for full time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<b>Recruitment Source</b>	<b>Total No. of Interviewees</b>
1. Texas Assoc. of Broadcasters Job Bank	0
2. Univ. of Texas Pan Am	0
3. Texas Workforce Commission	0
4. Univ. of Texas Brownsville	0
5. Website – KVEO	8
6. Television Ad – KVEO	5
7. Employee Posting	14
8. Employee Referral	14
9. Talent Dynamics	4
10. Tvjobs.com	8
11. Walk in	1
12. Outside Referral	2

- D. During the last 12 months, the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

<b>Prong 3 Menu option</b>	
1. Job Fairs	
2. Career Days	
a. Castañeda Elementary Career Day	03/22/07
b. Port Isabel High School Career Day	11/07
c. Brownsville Convention Center, CD	01/17/08
d. El Jardin Elementary Career Day	01/18/08
e. Cummings Middle School Career Day	02/07/08
f. St. Joseph Academy Career Day	02/08/08
3. Internship program	
- News Dept. Training (helped with graphics and helped Operate Cameras.	
- Promotions Training (helped produce promotional pieces for on air viewing)	
- Production Training (helped produce, write and edit commercials)	
4. Anti-discrimination training to management level personnel	
Anti-discrimination policy is written in company manual which is reviewed quarterly by the General Manager with the managers in a regularly scheduled department managers meeting.	

**Name of Respondent:** Maria Fulford

**Signed:** Maria Fulford

**Typed Name:** Maria Fulford

**Title:** Business Manager

**Date:** 3-20-08

**Telephone No.:** 956-544-2323