

**KIII-TV**  
**5002 South Padre Island Drive**  
**Corpus Christi, Texas 78411**

**EEO PUBLIC FILE REPORT**  
**April 1, 2007 – March 31, 2008**

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NOTICE

Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KIII 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 if applicable, telephone number an contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Debra Dreier at KIII-TV, P. O. Box 6669, Corpus Christi, Texas 78466-6669.

**KIII-TV is an Equal Opportunity Employer.**

APPENDIX 1  
To  
ANNUAL EEO PUBLIC FILE REPORT

Covering the period from April 1, 2007 to March 31, 2008  
Station Comprising Employment Unit: KIII

Full-Time Positions Filled and Interviewee Data and Recruitment Sources and Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Hiree Referral Source	*Source and No. of Interviewees per Source
1.	Meteorologist	05/14/07	2	#18	#18 - 1 #14 - 1
2.	News Photographer	05/17/08	2	#14	#18 - 1 #14 - 1
3.	Account Executive	06/06/07	5	#14	#14 - 1 #16 - 3 #18 - 1
4.	General Assignment Reporter	06/04/07	2	#18	#18 - 1 #17 - 1
5.	Anchor/Reporter	07/24/07	3	#18	#18 - 2 #17 - 1
6.	Sales Asst.	08/01/07	2	#14	#14 - 2
7.	News Photographer	09/24/07	3	#14 (then quit right away) and then #14 (in-house promotion)	#14 - 2 #18 - 1
8.	Janitor	11/19/07	3	#14	#14 - 2 #1 - 1
9.	News Photographer	01/04/08	2	#14	#14 - 1 #18 - 1
10.	Week-End Anchor Reporter	01/29/08	2	#17	#17 - 2
11.	Traffic Assistant	01/08/08	6	#14	#14 - 3 #18 - 1 #16 - 2
12.	Webmaster	02/18/08	OPEN		
13.	Video Editor	02/15/08	OPEN		
14.	Newscast Director	03/18/08	OPEN		

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled 32  
During the Past Year.

\*Includes only recruitment sources which produced interviewees. A complete list of recruitment sources utilized for each position is set forth in Appendix 1A.

List of Recruitment Sources and Total number of Interviewees Referred by Each Recruitment Source

<b><u>No.</u></b>	<b><u>Recruitment Sources</u></b>	<b><u>Total No. of Interviewees</u></b>
1.	Texas Workforce Commission Contact: Lydia Aleman P.O. Drawer 748 Corpus Christi, TX 78403 361-889-5300 <a href="http://www.texasworknet.com">www.texasworknet.com</a>	01
2.	Texas Rehabilitation Commission Contact: Bruni Garcia 4410 Dillon Lane, Suite 44 Corpus Christi, TX 78415 361-854-1475	0
3.	Texas A & M @ Corpus Christi Contact: Sharon Herrera 6300 Ocean Drive Corpus Christi, TX 78412 361-825-2628	0
4.	Coastal Bend College Contact: Carrie Ship 3800 Charco Road Beeville, TX 78102 361-358-2838	0
5.	Goodwill Industries Contact: Velma Vela 2961 S. Port Corpus Christi, TX 78405 361-884-4068	0
6.	Hispanic Chamber of Commerce Contact: Joe Cisneros P.O. Box 5523 Corpus Christi, TX 78405 361-887-7408	0
7.	Multi-Cultural Center Contact: Christi Pena 1581 N. Chaparral Corpus Christi, TX 78401 361-883-0639	0

<u>No.</u>	<u>Recruitment Sources</u>	<u>Total No. of Interviewees</u>
8.	Texas A& M University Director of Placement Campus Box 106 Kingsville, Texas 78363 361-593-2111	0
9.	Del Mar College – East Campus Vocational Placement Office Contact: Cecila Gambora Baldwin & Ayers Corpus Christi, Texas 78401 361-689-1970	0
10.	Corpus Christi Chamber of Commerce Contact: Pam Arredondo 1201 N. Shoreline Corpus Christi, Texas 361-881-1800	0
11.	YWCA Contact: Emelda Gonzales Women’s Resource Office 4601 Corona Corpus Christi, TX 78411 361-857-5661	0
12.	LULAC Educational Center Contact: Donna Torres 400 Mann, Suite 513 Corpus Christi, TX 78401 361-883-5134	0
13.	N.A.A.C.P. Contact: Joel Munform 1519 N. Chaparral Corpus Christi, TX 78401 361-884-8541	0
14.	KIII Internal postings Contact: Debra Dreier 5002 South Padre Island Drive Corpus Christi, Texas 78411 361-986-8300	11
15.	KIII-TV Web Site ( <a href="http://www.kiiitv.com">www.kiiitv.com</a> )	05

16. Corpus Christi Caller Times Newspaper 04  
Contact: Rose Smith  
820 Lower North Broadway  
Corpus Christi, Texas 78401  
361-883-1111
17. TVJobs.org web site (Broadcast Employment Services) 03
18. TAB.org web site (Texas Association of Broadcasters) 08
19. Broadcasting & Cable Classifieds ([www.varietycareers.com](http://www.varietycareers.com)) 0
20. Corpus Christi Job Website [www.jobsincorpuschristi.com](http://www.jobsincorpuschristi.com) 0
21. Walk-in 0

\* Asterisk denotes recruitment sources which requested job-opening announcements.

APPENDIX 1A  
To  
ANNUAL EEO PUBLIC FILE REPORT

Covering the period from April 1, 2007 to March 31, 2008  
Station Comprising Employment Unit: KIII

Recruitment Sources used to fill each position.

For Position 1 KIII-TV used recruitment source numbers 1-14, 17 and 18

For Position 2 KIII-TV used recruitment source numbers 1-14, 17 and 18

For Position 3 KIII-TV used recruitment source numbers 1-18

For Position 4 KIII-TV used recruitment source numbers 1-14, 17 and 18

For Position 5 KIII-TV used recruitment source numbers 1-14, 17 and 18

For Position 6 KIII-TV used recruitment source numbers 1-14, 16 and 18.

For Position 7 KIII-TV used recruitment source numbers 1-14, 17 and 18

For Position 8 KIII-TV used recruitment source numbers 1-15

For Position 9 KIII-TV used recruitment source numbers 1-15 and 18

For Position 10 KIII-TV used recruitment source numbers 1-15, 17 and 18

For Position 11 KIII-TV used recruitment source numbers 1-15, 16 and 18.

## APPENDIX 2

### To ANNUAL EEO PUBLIC FILE REPORT

Covering the period from April 1, 2007 to March 31, 2008

Station Comprising Employment Unit: KIII

Supplemental (non-vacancy specific) Recruitment Activities Undertaken by KIII.

#### Description of Activities:

1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. The program allows participants to gain on-hand experience in the many aspects of broadcasting operations. We have professors from local colleges refer students to be in the internship program.
2. Establishment of training programs designed to enable personnel to acquire \*skills that could qualify them for higher-level positions.

KIII has training programs within the production and news departments whereby employees are trained in skills required for other higher-level positions and are promoted as personal ability and job openings warrant.

3. Scott Jones, our Production Manager participated in Del Mar College Career Job Fair on October 7, 2007. Mr. Jones recruits communication's majors for part time help in the production department and several have been promoted into full time positions in news.
3. Participated in a job fair for Texas A&M Corpus Christi on March 05, 2008. This job fair was attended by the Production Manager. The News Director and Chief Engineer also attended. All three are department heads and are substantially responsible in making hiring decisions.
4. Local talent visits schools several times throughout the year and visits with the children about being an Anchor, Reporter and a Meteorologist. We receive many thank you cards and letters of appreciation from the children and teachers regarding this practice.
5. Advertised for four upper-level category job openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.



## **Equal Employment Opportunity**

It is the policy of this Company to provide equal employment opportunity to all qualified individuals without regards to race, color, creed, religion, marital status, national origin, ancestry, age or gender, physical or mental disability, medical condition including genetic characteristics, sexual orientation, race, color, religion, national origin, ancestry, age, marital status, pregnancy, disability, medical condition, or sex, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, discipline, and termination.

The Company believes that all Employees and applicants for employment have an equal right to be treated fairly and with dignity. The Company is firmly committed to treating Employees and applicants fro employment according to their experience, talent, and qualifications for the job without regard to their race, religion, color, national origin, sex, age, pregnancy, or disability. Our policy is to select the best-qualified personnel available to fill any vacant position in the organization.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, The Company developed an Equal Employment Opportunity Program. Copies of our Equal Employment Opportunity Program are available to all interested persons in the office of the Company's EEO Officer.