

KENS 5 TV
EEO PUBLIC FILE REPORT
April 1, 2010 through March 31, 2011¹

I. VACANCY LIST

See **Master Recruitment Source List (MRS�)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	1-11,13,14-16,19-21,24-28,30-47,53,58,63,94,120, 123	15
Digital Content Producer	1-16,19-21,24-28,30-47,53,58,63,94,116,120,123,124,128	124
Sales Account Executive	1-16,19-21,24-28,30-47,53,58,63,94,120,123	15
Sales Account Executive	1-14,16,19-21,24-28,30-42,44-47,52,53,58,63,94,120,123	52
Local Sales Manager	1-16,19-21,24-28,30-47,49,53,58,63,94,120,123	49
Associate Producer – GDSA	1-16,19-21,24-28,30-47,49,53,58,63,94,116,120,123,128	15
Internet Sales Manager	1-11,13-16,19-21,24-42,44-47,50-53,58,63,94,120,123	52
Graphic Artist	1-11,13,14-16,19-21,24-42,44-47,50,53,58,63,94,116.120,123	116
Sales Assistant	1-11,13-16,19-21,24-28,30-42,44-47,49,53-58,63,87,94,120,123	87
Research Director	1-16,19-21,24-28,30-47,52,53,58,63,94,116,117,120,123	
Executive Producer	1-16,19-21,24-42,44-47,49,50,53,58,63,87,94,120,123	87
Internet Account Executive	1-11,13-16,19-21,24-42,44-7,50,52,53,58,63,94,120,123	52
Internet Account Executive	1-11,13-16,19-21,24-42,44-7,50,52,53,58,63,94,120,123	15
Internet Sales Coordinator	1-11,13-16,19-21,24-42,44-47,50,53,58,63,87,88,94,120,123	87
Producer – News	1-11,13,14-16,19-21,24-28,30-42,44-47,52,53,5/63,94,116,120,123,128	52
Master Control Operator	1-11,13-16,19-21,24-28,30-47,53,53,94,116,120,123	15
Account Executive/Regional	1-11,13,15,16,19-21,24-28,30-47,52,53,58,63,94,117,120,123	52
Reporter	1-11,13-16,19-21,24-28,30-42,44-47,50,58,63,94,120,123	15

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No. of Interviewees Referred by RS over Period
1	American Women in Radio and Television Pilar Huizar 5400 Fredericksburg Road San Antonio, Texas 78229	Y	
2	Hispanic Chamber of Commerce Cecy Ortega 318 W. Houston St., Ste. 300 San Antonio, Texas 78205 210-225-0462	N	
3	Guadalupe Community Center Mr. Michael R. Gomio 1801 West Durango Blvd. San Antonio, Texas 78207 210-226-6178	N	
4	Palo Alto Community College. The Career Resource Center 1400 Villaret San Antonio, Texas 78224 210-921-5000	Y	
5	Goodwill Industries Lupe Young 406 West Commerce San Antonio, Texas 78207 210-924-8581	N	
6	The Salvation Army Adult Rehabilitation Center Attn: Administrator 1324 South Flores San Antonio, Texas 78204 210-223-6877	N	
7	North West Vista College Doreen Abrams Student Success Specialist/Employer Liason 3535 North Ellison Dr. San Antonio, Texas 78251 210-348-2020 Dabrams3@mail.accd.edu	Y	
8	St. Phillip's College Placement Coordinator 1801 Martin Luther King Dr. San Antonio, Texas 78203	Y	

	210-531-3200		
9	Our Lady of the Lake University Job Placement Rhonda Boyles 411 SW 24th San Antonio, Texas 78207 210-434-6711	Y	
10	Eastern New Mexico University Broadcast Center Oscar Robinson 1200 W. University Portales, NM 88130 505-562-2147	Y	
11	Texas State University Career Services Martha Ogden 601 University Drive San Marcos, Texas 78666 512-245-2111	Y	
12	RTNDA Attn: Job Bulletin Director, Membership & Marketing 4121 Plank Road, #512 Fredericksburg, VA 22407 202-467-5203 jobs@rtnda.org	N	
13	NAACP Job Bank Manager P.O. Box 200225 San Antonio, Texas 78220 210-224-9222	N	
14	Central Texas College Career/Development & Placement Office Lyndon Townsend P.O. Box 1800 Killeen, Texas 76540-9990 800-223-4760	Y	
15	www.Kens5.com	N	33
16	Vista Vocational Resources Joe Cepeda 1222 N. Main – Suite 804 San Antonio, Texas 78212 210-575-9881	Y	
17	Christian Assistance Ministry Charles Moreson 110 McCullough San Antonio, Texas 78215 210-223-1497	N	
18	California Assoc. of Latinos In Broadcasting Mr. Fernando Del Rio 5515 Melrose Ave., (c/o KHJ-TV)	N	

	Hollywood, California 90038 800-232-5784		
19	Southwestern University Career Services Office Sharon Hehmen P.O. Box 770 Georgetown, Texas 78627 512-863-1344 career.services@southwestern.edu	Y	
20	Avance of San Antonio Ms. Gloria Rodriguez 1226 N.W. 18 th Street San Antonio, Texas 78207 210-734-7924	N	
21	Easter Seal Rehabilitation Center Carlos Medina 2203 Babcock Road San Antonio, Texas 78229 210-532-5158 carlosjmedina@hotmail.com	N	
22	Halfway House/Crosspoint, Inc. Mr. Robert G. Larzelere 225 E. Locust St. San Antonio, Texas 78212-3955 210-271-0521	N	
23	SER, Jobs for Progress, Inc. of SA Nick Balderama 1499 Hillcrest Drive San Antonio, Texas 78228 210-433-7782	N	
24	University of Texas at San Antonio Career Services Department Byron Mathis 6900 N. Loop 1604 W San Antonio, Texas 78249 210-458-4101	Y	
25	St. Mary's University Career Planning & Placement Services. Shelly Garcia 100 Camino Santa Maria San Antonio, Texas 78228 210-436-3102	Y	
26	Texas Lutheran University Career Services Dept. Bonita Vinson, Director 1000 West Court Street Seguin, Texas 78155 830-372-8050	Y	
27	San Antonio College Xandy Rocha Placement Director	Y	

	1300 San Pedro San Antonio, Texas 78212 210-733-2000 www.accd.edu/sac/csd/jpc		
28	Texas A&M University Placement Director 2471 TAMU College Station, Texas 77843 979-845-3741	Y	
29	Referred by Former Station Intern	N	
30	Alamo CC District Career/Development & Placement Manager 821 W. Houston St. San Antonio, Texas 78207 210-220-1500	Y	
31	Coastal Bend College Career/Development & Placement Office Becky Garza 3800 Charco Road Beeville, Texas 78102 361-358-2838 icoker@coastalbend.edu	Y	
32	Southwest Texas Junior College Job Placement Coordinator 2401 Garner Field Road Uvalde, Texas 78801 830-591-7281 ronnie.garza@swtjc.cc.tx.us	Y	
33	Natl. Assoc. of Hispanic Journalist Joseph Torres Communications Director Natl. Press Bldg., Ste. 1193 Washington, D.C. 20045 202-662-7144	N	
34	League of United Latin American Citizens Attn: Human Resources 11514 Jones-Maltsberger San Antonio, Texas 78240 210-403-9001	Y	
35	African American Chamber of Commerce Mary Smith 1500 N. Loop 1604 E. San Antonio, Texas 78232 210-490-1624	N	
36	Baylor University Dept. of Journalism Caroline Muska Associate Director P.O. Box 97353 Waco, Texas 76798 254-710-8668	Y	

37	Ella Austin Community Center Denise Evans 1023 North Pine Street San Antonio, Texas 78202 210-224-2351 devans@ellaustin.org	N	
38	Mexican-American Legal Defense and Educational Fund 110 Broadway, Suite 300 Attn: Director San Antonio, Texas 78205 210-224-5476	N	
39	National Association. of Broadcasters Employment Clearinghouse Karen Hunter 1771 N Street, N.W. Washington, D.C. 20036 202-429-5362	N	
40	Texas Association of Broadcasters Craig Bean 502 East 11 th St., Suite 200 Austin, Texas 78701 512-322-9944 craig@tab.com	N	
41	University of the Incarnate Word Placement Officer 4301 Broadway San Antonio, Texas 78209 210-829-6005	Y	
42	Trinity University Career Services 715 Stadium Drive #78 San Antonio, Texas 78212 210-999-7011 careerservices@trinity.edu	Y	
43	AKA Talent Agency Mike Schibel 6310 San Vicente Blvd., Suite 200 Los Angeles, California 90048 323-965-5600	N	
44	Louisiana State University Career Planning Tina Cornwell 1502 Ceba Baton Rouge, LA 70803 225-578-2162	Y	
45	Texas/Alamo Workforce Commission Attn: Jorge L. Senquiz 4535 E. Houston St. San Antonio, Texas 78220 210-581-0190	Y	

46	Austin Community College Career/Development & Placement Office Janice Ramirez 5930 Middle Fiskville Road Austin, Texas 78752-4390 512-223-7000	Y	
47	Del Mar College Career/Development & Placement Office 101 Baldwin Blvd. & Ayers Corpus Christi, TX 78404 361-888-5445	Y	
48	Television Week Magazine Marc Abrams Crain Communications P.O. Box 64000 Detroit Michigan 48264 323-370-2415	N	
49	Internal Posting / Station Candidate	N	9
50	www.belo.com Website (Belo Corporate Website that links to input from Career Site website)	N	2
51	Unsolicited -Walk In Candidate	N	
52	Employee Referral	N	8
53	San Antonio Colleges and Universities (SACUPA) Placement Association Shelly Garcia One Camino Santa Maria San Antonio, TX 78228 210-436-3102	N	
54	David Crane Talent Agency Steve Swienckowski 124 Ammons Drive Raleigh, NC 27615-6501 919-870-9121	N	
55	Willinger Talent Agency Gregg Willinger 875 Ave of the Americas Ste. 1909 New York, NY 10001 212-695-1950	N	
56	Napoli Management Liz Sherwin 8844 West Olympic Boulevard Suite 100 Beverly Hills, CA 90211-3697 310-385-8222 760-324-3357	N	
57	Talent Dynamics Sandra Connell 8828 Stemmons, Suite 510 Dallas, TX 75247 U.S.A. 214-630-9590	N	

58	Alamo Work Force Commission Allen Miller 115 E. Travis Ste 220 San Antonio, TX 78205 210-272-3250	Y	
59	Mississippi State University Career Service Center P.O. Box P Mississippi State, MS 39762 662-325-3344	N	
60	Eatman Media Ross Eatman 4 West Street Mount Kisco, New York 10549 914-234-4748	N	
61	Lorna Dave Agency John Derr P.O. Box 368 Fogelsville, PA 18051 610-248-1317	N	
62	William Morris Agency Scott Wachs 1325 Ave of the Americas New York, NY 10019 212-586-5100	N	
63	University of Texas at Austin Career Services Office 1 University Station, D7000 Austin, TX 78712 512-471-8806	N	
64	Unity 2004 Anna Lopez Executive Director 1601 North Kent Street Suite 1003 Arlington, VA 22209 703-469-2100	N	
65	Materre and Associates Gloria Materre 3600 N. LaSalle, Suite 1122 Chicago, Illinois 60610 312-440-0604	N	
66	3 Kings Entertainment Matthew Kingsley 2202 Summer Wind Drive Sugar Land, Texas 77479 704-544-4818	N	
67	Ken Lindner and Associates Ken Lindner	N	

	2049 Century Park East #3050 Los Angeles, California 90067 310-277-9223		
68	Geller Media Management David Bordelon 250 West 57 th New York, NY 10107 212-246-1212	N	
69	Mort Meisner & Associates John Sprugel 10304 NE 97 th Terrace Kansas City, MO 64157 816-781-8888	N	
70	Bell Talent Agency Roger Bell 2180 Hassell Road, Suite 207 Hoffman Estates, Illinois 60195 847-882-2505	N	
71	Signature Management Group M. Watts 1327 W. Washington, Suite 2H Chicago, Illinois 60607 312-226-5552	N	
72	Unsolicited – Recruiting source was not identified, however Job Posting was referenced	N	
73	Unsolicited – Received by E-Mail	N	
74	Blank		
75	Unsolicited – Source Unknown (Unknown Recruiting Source)	N	
76	<i>Austin American Statesman</i> Newspaper Classified Department 305 S. Congress Ave. Austin, Texas 78704 512-445-3500	N	
77	<i>San Antonio Express News</i> Newspaper Classified Department P.O. Box 2171 San Antonio, Texas 78297 210-250-2330	N	
78	Referred by Belo Employee from other Belo properties	N	
79	Britomart Associates Betsy Mueller P.O. Box 42515 Washington DC 20015 301-933-4600	N	
80	Burt Shapiro Management Burt J. Shapiro 2147 North Beachwood Dr. Los Angeles, California 90068	N	

	323-469-9452		
81	Telephone Inquiry	N	
82	Blank		
83	Career Builder Website Tech. Dept. 5550-A Peachtree Parkway Norcross, GA 30092 Contact: Michael Zastudil 703-259-5839	N	
84	Referred by a Belo Corporate Office Employee	N	
85	DB & Associates David Brunner P.O. Box 353 Neffs, Pennsylvania 18065 610-767-6183	N	
86	Unsolicited – Received via Fax	N	
87	Former Station Employee	N	4
88	Winston Churchill High School Career Placement Office 12049 Blanco Road San Antonio, Texas 78216 210-442-0800	N	
89	Medialine Customer Service medialine@medialine.com P.O. Box 51909 Pacific Grove, California 93950 800-237-8073	N	
90	News 9 (Belo entity) Former Employee 600 E. Euclid San Antonio, Texas 78212 210-581-9003	N	
91	Robert Jordan Talent Management Rob Jordan 3845 Fairview Rd. Charlotte, North Carolina 28210 704-969-1150	N	
92	SFX Media Group 220 West 42 nd St., 10 th Floor New York, NY 10036 917-421-5273	N	
93	Blank		
94	TV Jobs.com Broadcast Employment Services www.tvjobs.com/post/jobs P.O. Box 4116 Oceanside California 92052 1-800-374-0119	N	
95	Texas Cable News (Belo entity) Employee 570 Young St. Dallas, Texas 75202	N	

	214-977-4500		
96	Unity 2005 Anna Lopez Executive Director 1601 North Kent Street Suite 1003 Arlington, VA 22209 703-469-2100	N	
97	Referred by Former Station Employee	N	
98	Career Site Website Thru <i>Dallas Morning News</i> (A Belo Subsidiary) (Links to Belo Website @ www.belo.com) 508 Young St. Dallas, Texas 75202 Attn: Jake Martinez 214-977-6815	N	
99	Active Employee from other Belo Properties	N	
100	Communications Arts High School Ms. Skinner 11600 W. FM 471 San Antonio, Texas 78253 210-397-6043	N	
101	N.S. Bienstock, Inc. R. Leibner 1740 Broadway, 24 th Floor New York, New York 10019 212-765-3040	N	
102	Referred by Station Client/Customer	N	
103	Adjunct Website AdjunctNation.com P.O. Box 130117 Ann Arbor, MI 48113	N	
104	Eckhert Talent Management Julie Eckhert 17 Ridge Blvd. Rye Brook, New York 10573 914-937-1719	N	
105	Inactive Employee from other Belo Properties	N	
106	Unsolicited – Referred by Miscellaneous Unknown Websites	N	
107	Broadcast & Cable Magazine Yuki Atsumi Account Executive/Classified Sales P.O. Box 5655 Harlan, IA 51593 646-746-6949	N	
108	Graeme Newell Newsletter and Website http://www.602.communications.com 602 Communications 6839 Charter Hills Blvd.	N	

	Charlotte, North Carolina 28277 704-543-1426		
109	Unsolicited – Received via Mail – Source Unknown	N	
110	Blank		
111	My SA.Com/Ad placed on Website www.mysa.com Julie Weber 420 Broadway P.O. Box 2925 San Antonio, Texas 78205	N	
112	Referred by Employee of My SA.com	N	
113	Media Colleague Referral	N	
114	Society for HR Management (national) www.shrm.org	N	
115	Craigs List - Austin www.craigslist.com	N	
116	Craigs List - San Antonio http://sanantonio.craigslist.org/	N	1
117	SpotsNDots.com CableSpots.tv April Causey (Classified Ads & Subscriptions) (888) 884-2630 x3 april@spotsndots.com	N	
118	Corpus Christi Caller Times caller.com/classifieds	N	
119	Waco Tribune-Herald 254-757-3000	N	
120	American Broadcasting School 712 N. Watson Road, Suite 200 Arlington, TX 76011 abs@radioschool.com	Y	
121	Television Bureau of Advertising www.tvb.org	N	
122	RBR-TBR http://www.rbr.com/classifieds-menu.html	N	
123	CSB School of Broadcasting Attn: Jason A. Seale 9600 Great Hills Trail, Suite 200E Austin, TX 78759 jseale@gocsb.com jobs@gocsb.com	Y	
124	www.journalismjobs.com	N	1
125	www.mediabistro.com	N	
126	www.poynter.org	N	
127	www.tvspy.com	N	
128	www.lostremote.com	N	
Total Number of Interviewees During Reporting Period:			58

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Events or programs sponsored by community groups relating to career opportunities in broadcasting	On January 11, 2011, the station hosted a job shadowing student from Texas State University. The student spent the day visiting the Sales Department and was able to see first-hand what a job in Sales consist of.
2	Events or programs sponsored by community groups relating to career opportunities in broadcasting	On February 24, 2011, GDSA Producer emceed the Sequin for the Hispanic Chamber of Commerce Gala, where 200 attendees were present.
3	Events or programs sponsored by community groups relating to career opportunities in broadcasting	On December 2, 1010, Director of Digital Media served as a presenter at the 2010 San Antonio Northside Independent School District Journalism Forum: A Day in the Life of Multimedia Professionals. She hosted two sessions, with 30 students, entitled Interactive Media.
4	Events or programs sponsored by community groups relating to career opportunities in broadcasting	Beginning January 2011, KENS' photographer participates in a mentoring program with the National Press Photographers Association Mentor Program. Responsibilities include critiquing work of photographers and providing feedback and suggestions relative to their submissions.
5	Participate in job fair	On September 30, 2010, Human Resources Director attended the Texas Southern University Career Fair in Houston, TX. 88 students stopped by to obtain information relative to job opportunities at the station as well as have a review of their resume.
6	Participate in job fair	On September 29, 2010, Human Resources Director attended the University of Houston Career Fair in Houston, TX. 71 students stopped by to obtain information relative to job opportunities at the station as well as have a
7	Participate in job fair	On September 29, 2010, Human Resources Director and Sales Manager attended the Baylor University Career Fair in Waco, TX. 103 students stopped by to obtain information relative to job opportunities at the station as well as have a review of their resume.
8	Participate in job fair	On March 23, 2011, Human Resources and Digital Media Manager attended the Texas State University and TAB Career Fair in San Antonio, TX. 55 students stopped by to discuss available opportunities within the station and industry.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Internship Program	As part of the KENS 5 Internship program, KENS5 sponsored two interns for the Fall session starting August 2010. Interns got hands on experience by job shadowing employees within the programming department.
10	Internship Program	As part of the KENS 5 Internship program, KENS5 sponsored one intern for the Spring session starting March 2011. Interns get hands on experience by job shadowing employees within the programming department.