

KENS-TV
EEO PUBLIC FILE REPORT
March 22, 2023 - March 21, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Nightside Executive Producer-13276	1-5, 8-10, 12, 14, 16-19, 21, 23-29	23
Reporter/MSJ - 14262	2-5, 9, 12, 14, 16-19, 21, 23-25, 27-29	23
Morning Show Producer - 14264	2-5, 7, 9, 12, 14-19, 21, 23-25, 27-29	7
Digital Producer -14530	2-5, 9, 12-19, 21, 23-25, 27-29	23
Photographer - 14531	2-5, 9, 12, 14, 16-19, 21, 23-25, 27-29	23
Head of Technology and Operations-14546	2-6, 9, 12, 16-19, 21, 23-25, 27-29	6
Digital Media Strategist-14635	2-5, 9, 12-19, 21, 23-25, 27-29	13
Executive Producer - 014698	2-7, 9, 12, 14-19, 21, 23-25, 27-29	7
Executive Producer - 014698	2-7, 9, 12, 14-19, 21, 23-25, 27-29	6
Digital MMJ / Digital Producer - 014724	2-5, 9, 12-19, 21, 23-25, 27-29	13
Assignment Manager - 014725	2-5, 9, 12-14, 16-19, 21, 23-25, 27-29	23
Photojournalist - 014767	2-5, 9, 12, 14, 16-19, 21, 23-25, 27-29	23
Assistant News Director - 014766	2-5, 9, 12, 14-19, 21, 23-25, 27-29	23
Multiskilled Journalist - 15023	2-6, 8-9, 11-12, 14, 16-19, 21, 23-25, 27-29	23
Multiskilled Journalist - 15023	2-6, 8-9, 11-12, 14, 16-19, 21, 23-25, 27-29	6
Marketing Producer/Artist - 15030	2-5, 9, 12, 14, 16-19, 21, 23-25, 27-29	23
Great Day San Antonio Producer - 015058	2-5, 9, 12, 14, 16-19, 21, 23-25, 27-29	23
Assignment Desk Editor - 015075	2-5, 9, 12, 14-19, 21, 23-25, 27-29	23
Assignment Desk Editor - 015075	2-5, 9, 12, 14-19, 21, 23-25, 27-29	23
Editor - 15128	2-5, 9, 12, 14, 16-19, 21, 23-25, 27-29	23
Account Executive - 015188	2-5, 9, 11-12, 14, 16-19, 21, 23-25, 27- 29	23
Producer - 015185	2-6, 9, 12, 14, 16-19, 21, 23-25, 27-29	6
Senior Producer - 015202	2-5, 7, 9, 11-12, 14, 16-19, 21, 23-25, 27-29	7
Photojournalist -15266	2-5, 8-9, 11-12, 14-19, 21, 23-25, 27-29	23
IT Specialist - 015375	2-5, 9, 12-19, 21, 23-25, 27-29	23
Photojournalist - 015384	2-5, 9, 12, 14-19, 21, 23-25, 27-29	23
Brand/Creative Manager - 015448	2-5, 7, 9-12, 14, 16-25, 27-29	7
Topical Producer - 015447	2-5, 9-10, 12, 14-25, 27-29	23
Digital Content Producer - 015483	2-5, 9-12, 14-25, 27-29	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alamo Workforce Commission 115 E Travis STE 220 San Antonio, Texas 78205 Phone : 210-272-3260 Url : http://www.workforcesolutionsalamo.org Email : f.zaragoza@wsalamo.org Fax : 1-210-272-3290 Federico Zaragoza	N	0
2	American Broadcasting School 712 N Watson Rd STE 200 Arlington, Texas 76011 Phone : 888-677-5227 Url : http://www.radioschoolonline.com Email : abs@radioschool.com Job Posting	N	0
3	Avance of San Antonio 118 N. Medina 3rd Floor San Antonio, Texas Phone : 210734-7924 Url : http://www.avancesa.org Email : lrodriguez@avancesa.org Lilly Rodriguez	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
5	Christian Assistance Ministry 110 McCullough San Antonio, Texas 78215 Phone : 210-223-1497 Url : http://www.christianassistanceministry.org Email : dwhite@cam-sa.org Dawn White	N	0
6	Current Employee - Transfer/Promotion	N	4
7	Current Employee/Internal Promotion	N	4

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8	Del Mar College 101 Baldwin Blvd & Ayers Corpus Christi, Texas 78404 Phone : 361-888-5445 Email : bcage@delmar.edu Career Development & Placement Office	N	0
9	Eastern New Mexico University 1200 W University Portales, New Mexico 88130 Phone : 505-562-2147 Email : career.services@enmu.edu Oscar Robinson	N	0
10	Ella Austin Community Center 1023 North Pine St San Antonio, Texas 78202 Phone : 210-224-2351 Email : execdir@ellaustinsa.org Anthony Hargrove	N	0
11	Guadalupe Community Center 1801 Ceasar Chavez San Antonio, Texas 78207 Phone : 210-222-1294 Url : www.ccaosa.org Email : pvela@ccaosa.org Patty Vela	N	0
12	Halfway House/Crosspoint, Inc. 225 E Locust St San Antonio, Texas Phone : 210-225-0864 Url : www.crosspoint.inc Email : kevin.downey@crosspointinc.us Kevin Downey	N	0
13	Indeed.com	N	5
14	KENS 5 5400 Fredericksburg Rd San Antonio, Texas 78229 Phone : 210-366-5000 Url : http://www.kens5.com Rita Burciaga Manual Posting	N	0
15	Linked In	N	16

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16	Louisiana State University 1502 Ceba Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : www.lsu.edu/careercenter Email : amyc@lsu.edu Amy Caillouet	N	0
17	Mexican-American Legal Defense & Educational Fund 110 Broadway STE 300 San Antonio, Texas 78205 Phone : 210-224-5476 Email : jobs@maldef.org Career Services	N	0
18	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0
19	Our Lady of the Lake University 411 SW 24th San Antonio, Texas 78207 Phone : 210-434-6711 Email : career@ollusa.edu Rhonda Boyles	N	0
20	Southwest Texas Junior College 2401 Garner Field Rd Uvalde, Texas 78801 Phone : (830) 591-7287 Email : rearellano@swtjc.edu Rosa Rodriguez	N	0
21	Southwestern University PO Box 770 Georgetown, Texas 78627 Phone : 512-863-1344 Email : career.services@southwestern.edu Sharon Hehmen	N	0

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22	St. Mary's University University Center, First Floor One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : rattlercareers@stmarytx.edu Josh Amaya	N	0
23	TEGNA Inc 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Phone : 703-873-6600 Career Page Manual Posting	N	74
24	Texas Association of Broadcasters 502 East 11th St STE 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
25	Texas Lutheran University 1000 West Court St Seguin, Texas 78155 Phone : 830-372-8178 Email : careers@tlu.edu Bonita Vinson	N	0
26	Trinity University 715 Stadium Dr #78 San Antonio, Texas 78212 Phone : 210-999-7011 Email : careerservices@trinity.edu Career Services	N	0
27	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Broadcast Employment Services	N	0

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28	University of Texas at Austin 1 University Station D7000 Austin, Texas 78712 Phone : 512-471-9421 Email : ccsrecruit@austin.utexas.edu Jennifer Hinojosa	N	0
29	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			104

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/24/2023	Establishment of training programs for station personnel	Find the Phish - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and email safety.	114	All employees
2	4/6/2023	Participation in events or programs sponsored by educational institutions	KENS News Director spoke to 12 journalism students at South San High School in San Antonio, TX regarding careers in broadcasting.	1	Executive News Director
3	4/24/2023	Participation in events or programs sponsored by educational institutions	KENS Chief Photographer attended the Mass Communication Conference held at Our Lady of the Lake University in San Antonio, TX. The Chief Photographer spoke to 50+ college level students in attendance about the field of journalism; and news photography that also included a Q & A session.	1	Chief Photographer
4	6/14/2023	Establishment of training programs for station personnel	KENS Director of Digital participated in the TEGNA corporate led Zoom training, Sponsorship ID Refresher Training. The training included a review of rules for sponsoring TV show segments and digital sections.	1	Director of Digital
5	7/14/2023	Establishment of training programs for station personnel	Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	116	All employees
6	8/5/2023	Participation in scholarship programs	The San Antonio Association of Hispanic Journalists Scholarship Gala awarded scholarships to students studying broadcasting. Station participants spoke to students who are either starting or finishing up their college education. Reviewed students work as a recruiting effort to encourage journalists to stay and work in the community they grew up in.	6	President/GM News Anchor News Anchor Anchor/Reporter

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7	8/8/2023	Provision of training to management	Leading for Engagement, Performance, Collaboration & Change. A four-day TEGNA training was held at the KENS station, San Antonio, from 8/8/2023 – 8/11/2023, for management level employees to learn, practice and improve leadership strategies. Strategies included increasing employee engagement and performance; building collaboration; and leading through change.	27	Various
8	8/25/2023	Participation in Job Fairs	Director of Digital represented TEGNA at job fair table that was part of Online News Association (ONA) conference in Philadelphia, PA, August 24-26, 2023. Training and information sessions were held to improve skill sets for digital journalists in the areas of digital writing, presentation, and the social media marketing of stories. Attendees included conference professionals and upcoming college graduates. Answered general questions about the station, work environment, news coverage equipment and goals.	1	Director of Digital
9	9/29/2023	Establishment of training programs for station personnel	The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	118	All employees
10	Ongoing Event	Establishment of a mentoring program	KENS partnered with Inspire U Mentor Program through Communities in Schools in San Antonio, TX to mentor 23 at risk students from John Jay High School. Mentors meet with students once a month starting in their freshman year during this four year commitment with the goal of encouraging students through various activities including tutoring and presentations to stay in school and graduate.	23	Director of Digital Media Executive News Director Chief Meteorologist

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11	11/29/2023	Establishment of training programs for station personnel	TEGNA regional digital director, led training sessions, Enhancing Your Writing for Digital & Winning the Day on Digital to various KENS employees. The training included digital writing information to better connect with the community as well as understanding digital metrics to better reach audience.	8	Director of Digital Executive Producer, Digital Content Executive Producer, Digital Content Producer
12	12/15/2023	Establishment of training programs for station personnel	All KENS employees were required to complete TEGNA's Q4 Secure Training, Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	124	All employees
13	Ongoing Event	Participation in events or programs sponsored by educational institutions	KENS Chief Meteorologist spent 8-9 weeks visiting 3 local schools per year, speaking to approximately 800 students at Scarborough Elementary, Steubing Elementary and Powell Elementary. He participated in school announcements, provided weather forecast information and a short weather lesson about how weather works and what it's like to be a meteorologist and discussed career opportunities in the industry.	1	Chief Meteorologist
14	1/8/2024	Participation in other activities designed by the station employment unit	The Director of Marketing lead 50 students with the Communications Arts High School on a tour of the KENS stations', news room, and the sales, digital, and IT departments. He spoke to the students about the jobs held in those departments.	1	Director of Marketing
15	1/12/2024	Participation in events sponsored by organizations representing the community	Our News Anchor/Reporter attended Boldt Elementary Career Day and spoke to 100+ students regarding careers in journalism and the daily routine of a news anchor.	1	News Anchor/Reporter
16	1/17/2024	Establishment of training programs for station personnel	2024 TEGNA Ethics Training: Conflicts of Interest, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations.	124	All employees

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17	1/18/2024	Sponsorship of events in the community designed to increase public awareness	Our Digital Content Producer attended Sinclair Elementary School in San Antonio, TX and spoke to a classroom of over 80 students. The students were comprised of 3rd graders. The presentation included what it's like to be a meteorologist and answering questions.	1	Digital Content Producer
18	1/23/2024	Establishment of training programs for station personnel	TEGNA Group Human Resources Director provided a training on TEGNA's Annual Review process, how to write an effective review and answered questions from employees.	10	Various
19	2/8/2024	Participation in events sponsored by organizations representing the community	Our Executive Producer with Good Day SA attended Career Day at Hutchins Elementary and spoke to 120 students regarding careers in journalism.	2	Executive Producer GDSA Photographer
20	2/27/2024	Establishment of training programs for station personnel	Digital Content Producer attended 2024 Integrated Warning Team (IWT) workshop held at Trinity University, San Antonio, TX. The IWT brings together emergency managers, media, government, school district, transportation and utility officials, and the National Weather Service with the goal of finding the best ways to communicate a consistent message during a weather event. Post-event studies of high-impact weather events have shown that coordinated actions of an IWT play an important role in achieving a favorable public response.	1	Digital Content Producer