

EEO PUBLIC FILE REPORT

**KRIS COMMUNICATIONS LLC: KRIS-TV-D (KRIS), K22JA-D 22.2 (KDF), K22JA-D 22.1 (KAJA), K09YD-D 9.1 (KAJA)
K09YD-D 9.2 (KAJA), K31KK-D 31.1 (KDF), K31KK-D 31.2 (KAJA)
CORPUS CHRISTI, TX**

April 1, 2018 - March 31, 2019
FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	SOURCE OF HIREE	NUMBER INTERVIEWED	NUMBER HIRED
1	Traffic Manager	3/23/2018	4/2/2018	Employee referral	1	1
2	PRODUCER - News Producer	4/5/2018	4/9/2018	Employee referral	5	1
3	ANCHOR	3/1/2018	3/19/2018	Employee referral	7	1
4	ENGINEER	3/21/2018	5/28/2018	Employee referral	1	1
5	MMJOURN - MultiMedia Journalist	4/13/2018	5/31/2018	Employee referral	1	1
5	MMJOURN - MultiMedia Journalist	4/13/2018	6/4/2018	Found reel online, contacted her	1	1
6	ACCTEXEC - Account Executive	1/4/2018	6/11/2018	kristv.com	2	1
7	MMJOURN - MultiMedia Journalist	5/31/2018	6/18/2018	Employee referral	7	1
8	SLSASST - Sales Assistant	5/2/2018	6/25/2018	Employee referral	7	1
9	MARKETING PRODUCER	2/26/2018	6/26/2018	Indeed.com	4	1
10	ACCTEXEC - Account Executive	1/4/2018	8/6/2018	Employee referral	1	1
11	DIGITAL CONTENT MGR	12/11/2017	8/20/2018	Employee referral	4	1
12	MMJOURN - MultiMedia Journalist	5/31/2018	8/27/2018	Employee referral	5	1
13	ACCTEXEC - Account Executive	1/4/2018	8/29/2018	kristv.com	1	1
14	Director of Sales	3/14/2018	8/29/2018	Indeed.com	2	1
15	MMJOURN - MultiMedia Journalist	5/31/2018	9/11/2018	Employee referral	1	1
16	ANCHOR	3/1/2018	9/24/2018	kristv.com	3	1
17	ANCHOR	4/13/2018	9/27/2018	kristv.com	1	1
18	SLSASST - Sales Assistant	5/2/2018	10/2/2018	Indeed.com	4	1
19	MMJOURN - MultiMedia Journalist	5/31/2018	10/31/2018	Broadcast publication	1	1
20	PRODUCER - News Producer	4/5/2018	11/5/2018	Employee referral	1	1
21	ACCTEXEC - Account Executive	1/4/2018	11/5/2018	Employee referral	1	1
22	DIGITAL SALES STRATEGIST	11/1/2018	11/6/2018	Employee referral	1	1
23	MMJOURN - MultiMedia Journalist	5/31/2018	1/7/2019	Found reel online, contacted her	2	1
24	ACCTEXEC - Account Executive	1/4/2018	1/14/2019	Employee referral	1	1
25	ACCTEXEC - Account Executive	1/4/2018	3/4/2019	Employee referral	1	1
26	Traffic Manager	1/3/2019	3/25/2019	Employee referral	1	1
27	Digital Sales Director	3/4/2019	3/25/2019	Employee referral	3	1

KRIS COMMUNICATIONS INC.
April 1, 2018 - March 31, 2019
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
1	Del Mar College 101 Baldwin, Corpus Christi, Texas 78404	Human Resources 361-698-1106		Y
2	NAACP P. O. Box 2921, Corpus Christi, Texas 78403	Terry Mills 361-946-0276		Y
3	LULAC 400 Mann, Suite 513, Corpus Christi, Texas 78401	Linda Ayala 361-883-5134		Y
4	Coastal Bend Workforce 5858 S.P.I.D. Corpus Christi, Texas 78412	Heidi Foss 361-882-7491		Y
5	Southern Careers Institute 2422 Airline, Corpus Christi, Texas 78414	Brenda Rojas 361-857-5700		Y
6	Texas A&M Corpus Christi 6300 Ocean Drive, Corpus Christi, Texas 78412	Sharon Herrera 361-825-2628		Y
7	Texas A&M Kingsville, MSC 178 Dept. of Communications, Kingsville, Texas 78363	Carl A. Saltarelli 361-593-2111		Y
8	University of Texas-El Paso 500 W. University 103 Union Bldg. El Paso, TX 79968	Career Center 915-747-5730		N
9	Texas College 2404 North Grand Ave Tyler, Texas 75702	Career Services 903-592-2342		N
10	Texas Tech University Wiggins Complex-Box 45006 Lubbock, Texas 79409	Career Services 806-742-2474		N
11	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, TX 78228	Career Services 210-431-2231		N
12	Incarnate Word College 4301 Broadway, San Antonio, Texas 78209	Career Services 210-829-6094		N
13	Texas Association of Broadcasters 502 E 11th Street #200 Austin, Texas 78701	Job Bank jobs@tab.org		N
14	Hispanic Chamber of Commerce 615 Upper N. Broadway, Suite 410, Corpus Christi TX 78477	Human Resources 361-887-7408		Y
15	Asian American Chamber of Commerce 1402 N Corinth St. #1070 Dallas, TX 75215	Galileo Jumaoas 972-241-8270		N
16	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr Blvd, Dallas, TX 75215	Marnese Elder 214-421-5510		N
17	Fort Worth Hispanic Chamber of Commerce 1327 N Main St, Fort Worth, TX 76164	John Hernandez 817-625-1405		N
18	Urban League of Austin 8011 A Cameron Road A-100, Austin, TX 78754	Human Resources 512-478-1239		N
19	Julie C. Hester House, Inc. 2020 Solo St. Houston, TX 77020	Human Resources 713-672-4129		N
20	MLK Jr. Community Center 2922 Martin Luther King Jr Blvd; Dallas, TX 75215	Human Resources 214-670-8501		N
21	Houston Minority Business Devt. Center 2302 Fannin St. #165 Houston, TX 77002	Chris Bitton 713-644-3523		N
22	KRIS Communications (KRIS-TV) www.kristv.com	Rebecca Paxton, Bus.Mngr 361-886-6112	10	N
23	Cordillera Communications TV Stations Business Managers	Human Resources Attn: Business Mngr		N
24	Medialine www.medialine.com	Mark Shilstone 800-237-8073		N
25	TVJobs www.tvjobs.com	Mark C. Holloway 760-754-8177	12	N
26	Monster.com www.monster.com	Website 1-800-666-7837		N
27	LinkedIn Corporation www.linkedin.com	Website		N
28	Indeed.com www.indeed.com	1-800-475-4361 Website	33	N
29	CC Caller Times Corpus Christi, Texas	Cindy Herrera 361-886-3707		N
30	Media Recruiter www.media recruiter.com	Art Scott 303-400-5150		N
31	Employee Referral		15	N

**KRIS COMMUNICATIONS INC.
LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD APRIL 1, 2018 - MARCH 31, 2019**

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	4/10/2018	Participation in events or programs sponsored by educational institutions	Del Mar College Career Fair	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr
2	9/19/2018	Participation in events or programs sponsored by educational institutions	Workforce Solutions of the Coastal bend Youth Career Expo	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr Don Mouton, Chief Engineer
3	10/3/2018	Participation in events or programs sponsored by educational institutions	Texas A&M University of Corpus Christi	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr Don Mouton, Chief Engineer
4	2/27/2019	Participation in events or programs sponsored by educational institutions	Texas A&M University of Corpus Christi - Career Fair	Career exploration for college students to know what is available for them after graduation	Rebecca Paxton, Business Mngr Drew Speier, KZTV News Director
5	Ongoing	Intern program designed to assist members of the community	On-going internship program with TAMUCC and Del Mar College to expose college journalist, communications and broadcasting majors to the TV environment-For this period we had 8 interns	Career exploration for college students to know what is available for them after graduation	Department Managers
6	Ongoing	Establish internal training program	Jim Doyle & Associates	Sales and client relations training for all account executives and management; encourages skills necessary for personnel advancement	All AE's, Sales Management
7	Monthly	Expose station opportunities to interested parties	Tours for local schools & organizations	Tour by News and Promotions Staff	Department Managers