

**KENS-TV**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2022 - March 21, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
SPORTS ANCHOR/REPORTER-11873	1-7, 9-10, 12, 14, 16-17, 19, 21, 24, 26, 31-33, 36, 40	26
News Anchor - 012015	2-7, 9-10, 12, 14, 16-17, 19, 24, 26, 31-33, 36, 40	4
Local Sales Manager - 012187	2-7, 9-10, 12-14, 16-17, 19, 24, 26, 31-33, 36, 40	13
Assistant News Director	2-7, 9, 12, 14-17, 19-20, 22-29, 31-37, 40	26
Producer-12509	2-7, 12-14, 16-17, 19, 24, 26, 31-33, 36, 40	26
Account Executive-12547	2-7, 10, 12, 14, 16-17, 19, 24, 26, 31-33, 36, 40	26
Video Editor-12558	2-7, 12-14, 16-19, 24, 26, 31-33, 36, 40	26
Broadcast Director-12565	2-7, 11-12, 14, 16-17, 19, 24, 26, 31-33, 36, 40	26
IT Helpdesk Specialist-12570	2-7, 12-14, 16-17, 19, 24, 26, 31-33, 36, 40	26
Digital Producer / Social Specialist-12843	2-6, 10, 12-14, 16-17, 19, 24, 26, 30-33, 36, 40	26
Media Strategist-12892	2-7, 10, 12-14, 16-17, 19, 24, 26, 30-33, 36, 40	13
Meteorologist-12909	2-7, 10, 12, 14, 16, 19, 24, 26, 30-33, 36, 38, 40	26
News Reporter-13042	2-7, 10-12, 14, 16-17, 19, 24, 26, 30-33, 36, 40	11
Producer-13260	1-7, 10-12, 14, 16-17, 19, 24, 26, 30-33, 36, 40	26
Account Executive-13447	2-7, 10, 12, 14, 16-17, 19, 24, 26, 30-33, 36, 40	26
Traffic Anchor-14058	4, 8, 11-12, 21, 26	11
Photojournalist - 13509	1-7, 10, 12, 14, 16-17, 19, 24, 26, 30-33, 36, 39-40	26
Digital Account Manager - 13608	2-7, 10-12, 14, 16-17, 19, 24, 26, 30-31, 33, 36, 40	11
Associate Producer - 13852	2-7, 10, 12-14, 16-17, 19, 24, 26, 30-31, 33, 36, 38, 40	38

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alamo Workforce Commission 115 E Travis STE 220 San Antonio, Texas 78205 Phone : 210-272-3260 Url : <a href="http://www.workforcesolutionsalamo.org">http://www.workforcesolutionsalamo.org</a> Email : <a href="mailto:f.zaragoza@wsalamo.org">f.zaragoza@wsalamo.org</a> 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 : <a href="http://www.radioschoolonline.com">http://www.radioschoolonline.com</a> Email : <a href="mailto:abs@radioschool.com">abs@radioschool.com</a> Job Posting	N	0
3	Avance of San Antonio 118 N. Medina 3rd Floor San Antonio, Texas Phone : 210734-7924 Url : <a href="http://www.avancesa.org">http://www.avancesa.org</a> Email : <a href="mailto:lrodriguez@avancesa.org">lrodriguez@avancesa.org</a> Lilly Rodriguez	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	5
5	Christian Assistance Ministry 110 McCullough San Antonio, Texas 78215 Phone : 210-223-1497 Url : <a href="http://www.christianassistanceministry.org">http://www.christianassistanceministry.org</a> Email : <a href="mailto:dwhite@cam-sa.org">dwhite@cam-sa.org</a> Dawn White	N	0
6	Eastern New Mexico University 1200 W University Portales, New Mexico 88130 Phone : 505-562-2147 Email : <a href="mailto:career.services@enmu.edu">career.services@enmu.edu</a> Oscar Robinson	N	0

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7	Ella Austin Community Center 1023 North Pine St San Antonio, Texas 78202 Phone : 210-224-2351 Email : devans@ellaustin.org Denise Evans	N	0
8	Employee Referral	N	1
9	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
10	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
11	Indeed.com	N	6
12	KENS 5 5400 Fredericksburg Rd San Antonio, Texas 78229 Phone : 210-366-5000 Url : http://www.kens5.com Rita Burciaga Manual Posting	N	0
13	Linked In	N	9
14	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

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15	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Customer Service Manual Posting	N	0
16	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
17	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
18	Other Source	N	1
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	San Antonio College 1300 San Pedro San Antonio, Texas 78212 Phone : 210-486-1500 Cassandra Segura Manual Posting	N	0
21	Self Referral	N	5
22	SER, Jobs for Progress, Inc. of SA 1499 Hillcrest Dr San Antonio, Texas 78228 Phone : 210-433-7782 Nick Balderama Manual Posting	N	0

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23	Simply Hired 370 San Aleso Ave. #200 Sunnyvale, California 94085 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Job Posting Manual Posting	N	0
24	Southwestern University PO Box 770 Georgetown, Texas 78627 Phone : 512-863-1344 Email : <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a> Sharon Hehmen	N	0
25	St. Phillips College 1801 Martin Luther King Dr San Antonio, Texas 78203 Phone : 210-531-3200 Job Posting Manual Posting	N	0
26	Tegna Inc 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Phone : 703-873-6600 Career Page Manual Posting	N	43
27	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Job Posting Manual Posting	N	0
28	Television Week Magazine PO Box 64000 Detroit, Michigan 48264 Phone : 323-370-2415 Marc Abrams Manual Posting	N	0

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29	Texas A&M University 2471 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : <a href="http://HireAggies.com">http://HireAggies.com</a> Placement Director Manual Posting	N	0
30	Texas Association of Broadcasters 502 East 11th St STE 200 Austin, Texas 78701 Phone : 512-322-9944 Email : <a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a> Anna Romero	N	0
31	Texas Lutheran University 1000 West Court St Seguin, Texas 78155 Phone : 830-372-8178 Email : <a href="mailto:careers@tlu.edu">careers@tlu.edu</a> Bonita Vinson	N	0
32	Trinity University 715 Stadium Dr #78 San Antonio, Texas 78212 Phone : 210-999-7011 Email : <a href="mailto:careerservices@trinity.edu">careerservices@trinity.edu</a> Career Services	N	0
33	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Broadcast Employment Services	N	0
34	University of Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-829-6005 Url : <a href="http://www.uiw.edu/">http://www.uiw.edu/</a> Placement Officer Manual Posting	N	0

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35	University of Texas @ San Antonio 5723 University Heights Blvd San Antonio, Texas 78249 Phone : 210-458-4593 Url : <a href="http://www.utsa.edu/">http://www.utsa.edu/</a> Bennett Grey Manual Posting	N	0
36	University of Texas at Austin 1 University Station D7000 Austin, Texas 78712 Phone : 512-471-9421 Email : <a href="mailto:ccsrecruit@austin.utexas.edu">ccsrecruit@austin.utexas.edu</a> Jennifer Hinojosa	N	0
37	Vista Vocational Resources 1222 N Main STE 804 San Antonio, Texas 78212 Phone : 210-575-9881 Joe Cepeda Manual Posting	N	0
38	Walk In	N	4
39	Walk In/Self-Referral	N	2
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>76</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2022	Participation in events sponsored by organizations representing the community	Career Day Ward Elementary spoke to 30 students regarding journalism, the daily routine of an anchor and its impact to the San Antonio community.	1	Morning Anchor
2	4/14/2022	Participation in events or programs sponsored by educational institutions	Career Day Elm Creek Elementary with 300 plus students in attendance. Spoke on the topic of journalism, the importance of a traffic anchor role, how the news day unfolds, and pathways to increase their understanding of journalism and to a career.	1	Traffic Reporter
3	4/26/2022	Participation in events or programs sponsored by educational institutions	Attended the Mass Communication Conference at Our Lady of the Lake University with 100 plus in attendance. Spoke about personal journey in journalism, answered questions and shared information about TEGNA programs available.	1	News Reporter
4	6/24/2022	Establishment of training programs for station personnel	Second quarter Secure TEGNA cybersecurity training was launched. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	131	GM News Dir DOS Dir of Marketing
5	6/27/2022	Establishment of an intern program designed to assist members of the community	KENS participated in TEGNA's Summer Intern program where an intern was placed at the station for the duration of the summer. This program is designed for rising juniors or graduating seniors to gain valuable real-world experience alongside some of the best journalists in the country.	1	Intern
6	7/24/2022	Participation in scholarship programs	The San Antonio Association of Hispanic Journalists Scholarship Gala awarded scholarships to students studying broadcasting. Spoke to students who are either starting or finishing up their college education. Reviewed students work as a recruiting effort to aspiring journalists to stay and work in the community they grew up in.	6	President/GM News Anchor Traffic Reporter Anchor/Reporter



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7	8/19/2022	Establishment of training programs for station personnel	Sound of Life Storytelling Workshop. Multiskilled journalist attended this training to "ignite and/or reignite a passion for the importance of memorable storytelling." Journalists around the country share how they seek to make their storytelling successful inside the needs and pace of a newsroom. The workshop is designed to gather journalists from all aspects of the industry, including students and professors.	1	Multi-Skilled Journalist
8	8/25/2022	Establishment of a mentoring program	YouTube Best Practices - YouTube reps and TEGNA Corporate Digital Team shared insights and best practices on how to format YouTube videos with the goal of reaching the most number of viewers.	1	Director of Digital Media
9	9/15/2022	Participation in scholarship programs	San Antonio Association of Hispanic Journalists/Scholarship meeting. 32 people attended and discussed scholarships for minority high school and college bound students, outreach efforts, and pathways to support their interest in journalism. Student mentoring and review of schoolwork projects were identified as outreach efforts and pathways to meet this goal.	1	News Anchor
10	9/17/2022	Participation in scholarship programs	San Antonio Association of Black Journalists Scholarship Fundraiser was attended by 100 people. Discussed outreach efforts and pathways to support high school and college bound students interested in journalism by mentoring them and reviewing their schoolwork projects.	1	News Anchor/Reporter

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11	9/23/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all of us understand the threat to our secure landscape and recognize the actions cybercriminals employ to breach our systems. In September, TEGNA launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real -life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	132	GM News Dir DOS Dir of Marketing
12	10/12/2022	Establishment of training programs for station personnel	Training on the conversion from Zipwhip to Heymarket for text messaging services to interact with local audience members.	1	Director of Digital Media
13	10/13/2022	Establishment of training programs for station personnel	Business Technology Incorporated (BTI) staff provided refresher training on setting up database displays to show the election results. BTI manages the software program used to control tasks in our database. It ensures that we get accurate and timely information to our viewers.	1	Director of Digital Media
14	10/28/2022	Sponsorship of events in the community designed to increase public awareness	Communities in Schools Women & Girls Fund. Participated and supported program designed to help school age children who are at high risk from dropping out.	1	News Anchor
15	11/16/2022	Establishment of training programs for station personnel	A Google representative provided training for TEGNA director. He spoke about using Google Trends to better serve local audiences by highlighting the topics they want to know about. The Google rep walked through the Google Trends product functionality and was available to take questions.	1	Director of Digital Media

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16	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	138	GM News Dir DOS Dir of Marketing
17	12/15/2022	Participation in events or programs sponsored by educational institutions	Spoke to students at Dellview Elementary Career Day about the field of journalism, the work involved in the course of a news day, and the pathways to increase understanding as a possible career choice.	1	Sports Anchor/Reporter
18	1/3/2023	Participation in events or programs sponsored by educational institutions	Visited Colby Glass Elementary every Tuesday for 9 weeks (700-800 students). Participated in making school announcements that included weekly weather forecast information plus a short weather lesson. Described how weather works and what it's like to be a meteorologist and career opportunities in the media.	1	Chief Meteorologist
19	1/9/2023	Establishment of training programs for station personnel	TEGNA Ethics Training: Part I: TEGNA's Annual Ethics Survey must be completed by all employees to disclose any issues that may conflict with TEGNA's interests. Part II: Code of Ethics: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.	137	GM News Dir DOS Dir of Marketing
20	2/2/2023	Participation in events or programs sponsored by educational institutions	Guest speaker Career Day Holy Spirit Catholic School. Spoke to 100 plus students on the topic of journalism, what the job entails, and a typical day in the news. Discussed career pathways to increase understanding of journalism and as a possible career choice.	1	Great Day SA Host