

EEO PUBLIC FILE REPORT
KAZH-TV/DT & KHMV-CA, Houston, TX.
Period: April 1, 2007 thru March 30, 2008

A. Full-Time Vacancies Filled During Past Year (4/1/06 - 3/30/07)

1. Job Title: Account Executive	Date Filled: 05/22/07
2. Job Title: Account Executive	Date Filled: 08/13/07
3. Job Title: Account Executive	Date Filled: 08/13/07
4. Job Title: Account Executive	Date Filled: 08/15/07
5. Job Title: Production Manager	Date Filled: 09/25/07
6. Job Title: Closed Captioner	Date Filled: 03/27/08

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Account Executive **Date Filled: 05/22/07**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	No
Referral	Rick Cruz Aedo	2620 Fountainview, Suite 322	713-467-5757	Yes
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

2. Job Title: Account Executive **Date Filled: 08/13/07**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. Broadcast	Website	tab.org	512-322-9944	No
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Referral	Rick Cruz Aedo	2620 Fountainview, Suite 322	713-467-5757	Yes
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

3. Job Title: Account Executive **Date Filled: 08/13/07**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	No
Station Website: kazh57.tv	Lucy Aguilar	2620 Fountainview, Suite 322	713-467-5757	No
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Referral	Lisa Herrera	2620 Fountainview, Suite 322	713-467-5757	Yes
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

4. Job Title: Account Executive **Date Filled: 08/15/07**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	No
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Referral	Sam Barro	2620 Fountainview, Suite 322	713-467-5757	Yes
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

5. Job Title: Production Manager **Date Filled: 09/25/07**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	Yes
Station Website: kazh57.tv	Lucy Aguilar	2620 Fountainview, Suite 322	713-467-5757	No
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

6. Job Title: CC Operator **Date Filled: 03/27/08**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Referral	Lucy Aguillar	2620 Fountainview, Suite 322	713-467-5757	Yes

NOTE: This was an emergency hire due to a resignation. There was no opportunity to publicize this open position.

EEO PUBLIC FILE REPORT
KAZH-TV/DT / KHMV-CA, Houston, TX.
Period: April 1, 2006 thru March 30, 2007

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year: 23

D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

Referral	Source	Contact Person	Address	Tele. #	Number of Interviewees
Tx. Assoc. of Broadcasters	Website		tab.org	512-322-9944	8
Station Website: kzh57.tv	Lucy Aguilar		2620 Fountainview, Suite 322	713-467-5757	0
Internal Posting	Emilio Nicolas		2620 Fountainview, Suite 322	713-467-5757	0
Mailing to Community Orgs.	Emilio Nicolas		2620 Fountainview, Suite 322	713-467-5757	0
Walk-In / Staff Referrals	Emilio Nicolas		2620 Fountainview, Suite 322	713-467-5758	15

E. Outreach Activities:

- Texas Association of Broadcasters Job Bank Website: tab.org
- Internal Job Postings
- Mailing to Community Organizations (see Master List)
- National Association of Broadcasters Job Fair, Las Vegas, NV, April 2006
- Postings on Station website: kzh57.tv