

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

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

1. Job Title: Sales Assistant	Date Filled: 04/10/06
2. Job Title: Chief Engineer	Date Filled: 06/08/06
3. Job Title: Account Executive	Date Filled: 08/01/06
4. Job Title: National Sales Manager	Date Filled: 09/05/06
5. Job Title: Account Executive	Date Filled: 10/25/06
6. Job Title: Local Sales Manager	Date Filled: 06/03/07
7. Job Title: Promotions Director	Date Filled: 02/20/07

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

1. Job Title: Sales Assistant **Date Filled: 04/10/06**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	No
Walk-In	Monica Leiceaga	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: Chief Engineer **Date Filled: 06/08/06**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. Broadcast	Website	tab.org	512-322-9944	Yes
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Recruiter	Linda Shrier	Omaha, NE	402-312-0123	No
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

3. Job Title: Account Executive **Date Filled: 08/01/06**

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	Steve Johnson	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: National Sales Manager **Date Filled: 09/05/06**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	Yes
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Recruiter	Linda Shrier	Omaha, NE	402-312-0123	No
Mailing to Community Orgs.	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No

5. Job Title: Account Executive **Date Filled: 10/25/06**

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
Referral	Mercedes Perez	10777 Westheimer, Suite 100	713-977-1818	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

6. Job Title: Local Sales Manager **Date Filled: 06/03/07**

Source	Contact Person	Address	Tele. #	Referred Person Hired?
Tx. Assoc. of Broadcasters	Website	tab.org	512-322-9944	No
Recruiter	Linda Shrier	Omaha, NE	402-312-0123	No
Internal Posting	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	No
Referral	Emilio Nicolas	2620 Fountainview, Suite 322	713-467-5757	Yes

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7. Job Title: Promotions Director

Date Filled: 02/20/07

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
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

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year:	24
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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	4
Station Website: kazh57.tv	Lucy Aguilar		2620 Fountainview, Suite 322	713-467-5757	0
Internal Posting	Emilio Nicolas		2621 Fountainview, Suite 322	713-467-5757	1
Career Fairs	Emilio Nicolas		2621 Fountainview, Suite 322	713-467-5756	2
Mailing to Community Orgs.	Emilio Nicolas		2622 Fountainview, Suite 322	713-467-5757	0
Walk-In / Staff Referrals	Emilio Nicolas		2623 Fountainview, Suite 322	713-467-5758	15
Recruiter	Linda Shrier		Omaha, NE	402-312-0123	2

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
University of Texas Career Fair, Austin, TX, October 2005
Initiated Postings on Station website: kazh57.tv
Initiated Internship Program in conjunction with AWRT