

# EEO PUBLIC FILE REPORT

For the 12-month period ending 3/29/2010

Prepared by: KVEO/ Maria Fulford, Business Manager

This report covers the following employment unit:

<b>Call Sign</b>	<b>Facility ID Number</b>	<b>Type of Station</b>	<b>Location City, State</b>	<b>LMA</b>
KVEO	12523	Television	Brownsville Texas	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<b>Job Title</b>	<b>Date of Opening</b>	<b>Date Filled</b>
1. Maintenance/Janitor	05/22/09	06/23/09
2. Video Journalist	05/26/09	07/13/09
3. Traffic Assistant	07/03/09	07/13/09
4. Program Asst/Reception	07/03/09	07/13/09
5. Media Consultant	04/23/09	08/24/09
6. Video Journalist	05/26/09	09/14/09
7. Media Consultant	04/23/09	09/24/09
8. Local Sales Manager	04/23/09	01/25/10
9. Media Consultant	04/23/09	01/25/10
10. Accounting Assistant	03/03/10	03/10/10
11. Traffic Assistant	03/03/10	03/22/10

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>
1. Texas Association of Broadcasters Job Bank	502 E. 11th Street Suite 200 Austin, Texas 78701	Website www.tab.org	(512) 322-9944
2. Texas Workforce Commission	100 Morningside Rd. Brownsville 78521	Rey Tejada	956-547-5040 Ext. 4134
3. TV-Jobs	Web Ad admin@tvjobs.com	Mark Holloway	
4. University of Texas in Brownsville	80 Fort Brown Brownsville, TX 78521	David Gonzalez	956-548-6554
5. KVEO-TV / Website	<a href="http://www.KVEO.com">www.KVEO.com</a>	Mark Nino	956-544-2323
6. Television Ad – KVEO	394 North Expressway Brownsville, TX 78521	Shannon Tetreau	956-544-2323
7. Employee Posting	394 North Expressway Brownsville, TX 78521	Maria Fulford	956-544-2323
8. Medialine	Mark@medialine.com	Mark Shilstone	
9. Employee Referral	KVEO Station		
10. Walk in			

C. The following is a list of the sources for full time jobs shown in Section A above and the recruitment source which provided the hire for that position:

<b>Job Title</b>	<b>Recruitment Source</b>
1. Maintenance/Janitor	KVEO TV Ad
2. Video Journalist	KVEO - Employee
3. Traffic Assistant	KVEO - Employee
4. Program Asst/Reception	Employee Referral
5. Media Consultant	Employee Referral
6. Video Journalist	KVEO Web site
7. Media Consultant	KVEO Web site
8. Local Sales Manager	TV Jobs
9. Media Consultant	Employee Referral
10. Accounting Assistant	KVEO - Employee
11. Traffic Assistant	KVEO - Employee

D. During the previous 12 months, there were a total of 39 people interviewed for vacancies for full time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<b>Recruitment Source</b>	<b>Total No. of Interviewees</b>
1. Texas Assoc. of Broadcasters Job Bank	5
2. Texas Workforce Commission	1
3. Tvjobs.com	2
4. Univ. of Texas Brownsville	
5. Website – KVEO	5
6. Television Ad – KVEO	11
7. Employee Posting	10
8. Employee Referral	4
9. Medialine.com	
10. Walk in	1

E. During the last 12 months, the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

<b>Prong 3 Menu option</b>	
1. Job Fairs	
2. Career Days	
a. La Joya High School	04/09/09
4. Anti-discrimination training to management level personnel Anti-discrimination policy is written in company manual. GM conducts quarterly managerial training during which anti-discrimination and EEO policies are reviewed.	

**Name of Respondent:**     Maria Fulford      
**Signed:**     *Maria Fulford*      
**Typed Name:**     Maria Fulford      
**Title:**     Business Manager      
**Date:**     3-29-10      
**Telephone No.:**     956-544-2323