

KERA EEO Recruitment Report
April 1, 2006 – March 31, 2007

- I. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.

Executive Assistant	Open 03/20/06- Filled 05/08/06
Accounting Specialist	Open 04/04/06- Filled 05/24/06
On-Air Promotions Producer/Editor	Open 03/10/06- Filled 05/30/06
Account Executive	Open 03/07/06- Filled 06/05/06
Senior Vice President of Development	Open 02/09/06- Filled 06/12/06
Vice President of Membership	Open 02/16/06- Filled 07/31/06
Radio Program Director	Open 03/10/06- Filled 08/30/06
Radio Talk Show Host	Open 03/24/06- Filled 10/09/06
Major Gifts Officer	Open 07/10/06- Filled 09/05/06
Volunteer Services Coordinator	Open 07/10/06- Filled 08/26/06
On-Air Promotion Manager	Open 11/15/06- Filled 05/30/06
On-Air Fundraising Producer	Open 11/15/06- Filled 01/16/07

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, recruitment organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number. **(For ease of reference the addresses and contact information are attached as Addendum #1.)**

Executive Assistant

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information

Center for Non-Profit Management website and newsletter

Faxed, e-mailed or mailed to:

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Asian American Journalist Association

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search Partners

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

Jewish Family Services

Accounting Specialist

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information

Monster.com

Faxed, e-mailed or mailed to:

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Asian American Journalist Association

Specifically requested that job openings be sent to them:

Dallas Life Foundation

Production HUB

Jewish Family Services

On-Air Promotions Producer/Editor

Posted internally
Posted on KERA website
Sent to individuals requesting job opening information
PBS Connect Forums
TvanRadioJobs.com
Graeme Newell's Marketing Ideanet Jobs website

Faxed, e-mailed or mailed to:

Asian American Journalist Association
Dallas Black Chamber of Commerce
Brookhaven College
East field College
Dallas Hispanic Chamber of Commerce
Ft. Worth Hispanic Chamber of Commerce
Black Chamber of Metropolitan Ft. Worth
Martin Luther King Jr. Community Center
SMU Career Center
St. Luke Community United Methodist Church
Texas Women's University Career Center
Texas Workforce Commission
University of Dallas Placement Center
UNT Placement Center
UT Arlington Career Center
UT Dallas Career Center
TCU Job Placement Office
Devry Institute Career Center
Mountain View College
North Lake College
Richland College
Women's Center of Tarrant County Inc
Greater Dallas Asian American Chamber
El Centro College
Network of Hispanic Communicators
Corporate Search Partners

Specifically requested that job openings be sent to them:

Dallas Life Foundation
ProductionHUB
Jewish Family Services

Account Executive

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

Jewish Family Services

Senior Vice President of Development

Posted internally
Posted on KERA website
CPB Jobline website
Current Newspaper
The Chronicle of Philanthropy
MajorGiving.com website
Center for Non-Profit Management website and newsletter
Monster.com
Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalists Association
Brookhaven College
Corporate Search Partners
Dallas Black Chamber of Commerce
Dallas Hispanic Chamber of Commerce
Devry Institute Career Office
El Centro College
Eastfield College
Fort Worth Hispanic Chamber of Commerce
Black Chamber of Metropolitan Ft. Worth
Greater Dallas Asian America Chamber
Martin Luther King Jr. Community Center
Mountain View College
Network of Hispanic Communicators
North Lake College
Richland College
SMU Career Center
St. Luke Community United Methodist Church
TCU Job Placement Office
Texas Women's University Career Center
Texas Workforce Commission
University of Dallas Placement Center
UNT Placement Center
UT Arlington Career Center
UT Dallas Career Center
Women Center of Tarrant County Inc.

Specifically requested that job openings be sent to them:

Dallas Life Foundation
ProductionHUB
Jewish Family Services

Vice President of Membership

Posted internally
Posted on KERA website
CPB Jobline website
MajorGiving .com
PBS Connect Forums
Center for Non-Profit Management website and newsletter
Monster.com
Current Newspaper
Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalist Association
Dallas Black Chamber of Commerce
Brookhaven College
East field College
Dallas Hispanic Chamber of Commerce
Ft. Worth Hispanic Chamber of Commerce
Black Chamber of Metropolitan Ft. Worth
Martin Luther King Jr. Community Center
SMU Career Center
St. Luke Community United Methodist Church
Texas Women's University Career Center
Texas Workforce Commission
University of Dallas Placement Center
UNT Placement Center
UT Arlington Career Center
UT Dallas Career Center
TCU Job Placement Office
Devry Institute Career Center
Mountain View College
North Lake College
Richland College
Women's Center of Tarrant County Inc
Greater Dallas Asian American Chamber
El Centro College
Network of Hispanic Communicators
Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation
ProductionHUB
Jewish Family Services

Radio Program Director

Posted internally
Posted on KERA website
CPB Jobline website
Public Radio Programmer's Association, Inc website
TVandRadiojobs.com
Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalists Association
Brookhaven College
Corporate Search Partners
Dallas Black Chamber of Commerce
Dallas Hispanic Chamber of Commerce
Devry Institute Career Office
El Centro College
Eastfield College
Fort Worth Hispanic Chamber of Commerce
Black Chamber of Metropolitan Ft. Worth
Greater Dallas Asian America Chamber
Martin Luther King Jr. Community Center
Mountain View College
Network of Hispanic Communicators
North Lake College
Richland College
SMU Career Center
St. Luke Community United Methodist Church
TCU Job Placement Office
Texas Women's University Career Center
Texas Workforce Commission
University of Dallas Placement Center
UNT Placement Center
UT Arlington Career Center
UT Dallas Career Center
Women Center of Tarrant County Inc.

Specifically requested that job openings be sent to them:

Dallas Life Foundation
ProductionHUB
Jewish Family Services

Radio Talk Show Host

Posted internally
Posted on KERA website
CPB Jobline website
Current Newspaper
Radio Online website
TVandRadiojobs.com
Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalists Association
Brookhaven College
Corporate Search Partners
Dallas Black Chamber of Commerce
Dallas Hispanic Chamber of Commerce
Devry Institute Career Office
El Centro College
Eastfield College
Fort Worth Hispanic Chamber of Commerce
Black Chamber of Metropolitan Ft. Worth
Greater Dallas Asian America Chamber
Martin Luther King Jr. Community Center
Mountain View College
Network of Hispanic Communicators
North Lake College
Richland College
SMU Career Center
St. Luke Community United Methodist Church
TCU Job Placement Office
Texas Women's University Career Center
Texas Workforce Commission
University of Dallas Placement Center
UNT Placement Center
UT Arlington Career Center
UT Dallas Career Center
Women Center of Tarrant County Inc.

Specifically requested that job openings be sent to them:

Dallas Life Foundation
ProductionHUB
Jewish Family Services

Major Gifts Officer

Posted internally

Posted on KERA website

Monster.com

Center for Non-Profit Management website and newsletter

Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

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Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

Jewish Family Services

Volunteer Services Coordinator

Posted internally

Posted on KERA website

Monster.com

Center for Non-Profit Management website and newsletter

Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

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Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

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Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

Jewish Family Services

On-Air Promotion Manager

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

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Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

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Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

Jewish Family Services

On-Air Fundraising Producer

Posted internally

Posted on KERA website

Monster.com

CPB Jobline

Mandy.com

Sent to individuals requesting job opening information

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

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Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

Jewish Family Services

3. The recruitment source that referred the hire for each full-time vacancy during the preceding year.

Executive Assistant	Center for Non-Profit Mgmt.
Accounting Specialist	Monster.com
On-Air Promotions Producer/Editor	KERA website
Account Executive	ProductionHub.com
Senior Vice President of Development	The Chronicle of Philanthropy
Vice President of Membership	Current Newspaper
Radio Program Director	Referral
Radio Talk Host	Internal Candidate
Major Gifts Officer	Center for Non-Profit Mgmt.
Volunteer Services Coordinator	Employee Referral
On-Air Promotion Manager	Internal Candidate
On-Air Fundraising Producer	Monster.com

4. Data reflecting the total number of person interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Executive Assistant

- 2 Center for Non-Profit Management
- 1 Referral by friend

Accounting Specialist

- 1 KERA website
- 5 Monster.com

On-Air Promotions Producer/Editor

- 2 KERA website
- 1 Graeme Newell's Marketing Ideanet Jobs website

Account Executive

- 2 Employee referral
- 2 KERA website
- 1 ProductionHub .com
- 2 UT Dallas website
- 2 UNT Jobsite

Senior Vice President of Development

- 1 The Chronicle of Philanthropy
- 1 Internal Candidate
- 4 Employment Agency

Vice President of Membership

- 1 Internal Candidate
- 1 Current Newspaper

Radio Program Director

- 2 Referral by friend
- 1 TvandRadiojobs.com
- 1 Employee referral

Radio Talk Show Host

- 1 Referral by friend
- 3 KERA Website
- 1 Internal Candidate

Major Gifts Officer

- 3 KERA Website
- 1 Center for Non-Profit Management

Volunteer Services Coordinator

- 2 Employee Referral
- 1 Internal Candidate
- 1 Funding Info Website
- 1 KERA Website
- 2 Center for Non-Profit Management

On-Air Promotion Manager

- 3 KERA Website
- 1 Internal Candidate

On-Air Fundraising Producer

- 1 KERA Website
- 1 Monster.com Website
- 1 Employee Referral

5. A list and brief description of initiatives undertaken to satisfy the requirement to complete four “menu options” within a two-year period.

1. We have participated in four job fairs towards our goal of participation in four job fairs in a two-year period. (Section 73.2080(c)(2)(i))

Texas Women’s University – 9/29/2005
El Centro Job Fair – 2/8/2006
El Centro Fall Job Fair – 9/21/06
Texas Women’s University – 2/21/07

2. We have an Internship program at KERA designed to assist members of the community to acquire skills needed for broadcast employment. We sponsor interns in various departments throughout the year. (Section 73.2080(c)(2)(v))

3. Listing of Senior Vice President of Development in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. (Section 73.2080(c)(2)(xii))

The position of Vice President of Development was posted on the CPB jobline website, Current newspaper, Chronicle of Philanthropy, Center for Non-Profit Management and Monster.com and was sent to the Asian American Journalist Association, The Network of Hispanic Communicators and ProductionHUB.

The position of Vice President of Membership was posted on CPB jobline website, Current newspaper, Center for Non-Profit Management and Monster.com. and was sent to the Asian American Journalist Association, the Network of Hispanic Communicators and ProductionHUB.

4. We have a mentorship program for station personnel at KERA. (Section 73.2080(c)(2)(viii))

5. We provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. (Section 73.2080(c)(2)(xiv))

9. Fort Worth Hispanic Chamber of Commerce
1327 N. Main
Fort Worth, Texas 76104
Contact: Denise Botello
817-625-5411 – fax 817-625-1405
10. Dallas Hispanic Chamber of Commerce
4622 Maple Ave. Suite #207
Dallas, Texas 75219
Contact: Rosie Aguilar
214-521-6007 – fax- 214-523-3448
11. Dallas Black Chamber of Commerce
2828 MLK Jr. Blvd.
Dallas, Texas 75215
Contact: Job Listing
214-421-5200 – fax 214-421-5510
12. Brookhaven College
3939 Valley View Lane
Farmers Branch, Texas 75244
Contact: Lisa Meltzer
972-860-4894 – fax 972-860-4193
13. Texas Women's University Career Center
Student Employment
Denton, Texas 76201
Contact: Cindy Sansom
940-898-2950 – fax 940-898-2956
14. St. Luke Community United Methodist Church
5710 East R. L. Thornton Freeway
Dallas, Texas 75232
Contact: Rhanetta Benton
214-821-2970 – fax- 214-821-3791
15. Texas Workforce Commission
2922 Martin Luther King Jr. Blvd.
Dallas, Texas 75215
Contact: Placement Supervisor
214-252-1200 – fax - 214-372-4756
16. Network of Hispanic Communicators
P.O. Box 222313
Dallas, Texas 75222-2313
Contact: Gary Pina
817-390-7807
17. Devry Institute Career Office

4800 Regent Blvd.
Irving, Texas 75063
Contact: Sandra Collins
972-929-9735 –fax –972-929-2871

18. The Career Connection
Post on web www.careerconnection.org
19. El Centro College
Main and Lamar Street
Dallas, Texas 75202
Contact: Juanita Dickey
214-860-2066 – fax- 214-860-2601
20. North Lake College
5001 North MacArthur Blvd.
Irving, Texas 75038
Contact: Francylene Maynard
972-273-3140 – fax- 972-273-3111
21. Richland College
12800 Abrams Road
Dallas, Texas 75243
Contact: Marcia Parrish
972-238-6921 – fax- 972-238-6967
22. Greater Dallas Asian American Chamber of Commerce
11171 Harry Hines
Dallas, Texas 75229
Contact: Liping Yal
972-241-8250 –fax- 972-241-8270
23. East Field College
3737 Motley Drive
Mesquite, Texas 75150
Contact: Ron Rollinson
972-860-7192 – fax- 972-860-8326
24. The Current Newspaper
6930 Carroll Ave.
Suite 350
Takoma Park, MD 20912
25. Mountain View College
4849 West Illinois Ave.
Dallas, Texas 75211
Contact: Kenneth Goffney
214-860-8553 – fax- 214-860-8804
26. Asian American Journalists Association - Dallas

Maricarestrella@yahoo.com
Contact: Maricas Estrella
817/548- 5486 – phone 817/261-1193 – fax

27. Dallas Life Foundation
1100 Cadiz Street
Dallas, Texas 75215
Contact: Mr. Torrez
214-421-1380 - fax – 214-426-5114
28. Center for Non-Profit Management
2900 Live Oak Street
Dallas, Texas 75204
214/826-3470
www.cnmdallas.org
29. Monster.com
www.monster.com
Joseph Boyce
800-666-7837
30. CPB website
www.cpb.org
31. Association of Fundraising Professionals (AFP)
www.afpdallas.org
32. ProductionHUB
Laverne Memberg
801 W. Fairbanks Avenue
Winter Park, Florida 32789
407/629-4122 – phone
407/629-8884 – fax
www.productionhub.com
33. Jewish Family Services
Camille Kramer
5402 Arapaho Road
Dallas, Texas 75248
ckramer@jfsdallas.org
972-437-9950
34. The Chronicle Of Philanthropy
1255 23rd Street Northwest
Washington, DC 20037
35. PBS Connect Forums
PBS system internal communication board
36. TVandRadioJobs.com

www.TVandRadioJobs.com

37. Graeme Newell's Marketing Ideanet Jobs website
Graeme Newell
gnewell@staff.vault.com
gnewell@602communications.com
704/543-1426
38. MajorGiving.com website
Bob Stein
www.MajorGiving.com
rstein@majorgiving.com
540/722-2984
39. Public Radio Programmer's Association, Inc. website
www.prpd.org
517 Ocean Front Walk
Suite 10
Venice CA 90291
310/664-1591
40. Mandy.com
www.mandy.com
41. Corporate Search Partners
6116 North Central Expressway
Dallas, Texas 75206
214/361-0082
42. Women's Center of Tarrant County, Inc.
1723 Hemphill Street
Ft. Worth, Texas 76110
817/927-4050