

KEYU, KFDA, KTXC-LD, KZBZ-CD
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital News Content Producer	1-6, 8-9, 14-15, 17-19, 23	9
NEWS ANCHOR (PRIMETIME) - KFDA	7	7
PRODUCTION ASSISTANT - KFDA	1-6, 8-9, 14-24	6
NEWSCAST PRODUCER - KFDA	1-5, 8-10, 12, 14-19, 21-24	9
NEWSCAST PRODUCER - KFDA	1-5, 8-10, 12, 14-19, 21-24	10
PRODUCTION ASSISTANT - KFDA	1-6, 8-9, 11-12, 14-24	12
PRODUCTION ASSISTANT - KFDA	1-6, 8-9, 11-12, 14-24	6
PRODUCTION ASSISTANT - KFDA	1-6, 8-9, 11-12, 14-24	6
PRODUCTION ASSISTANT - KFDA	1-6, 8-9, 11-12, 14-24	9
PRODUCTION ASSISTANT - KFDA	1-6, 8-9, 11-12, 14-24	9
MASTER CONTROL OPERATOR - KFDA	1-6, 8-9, 14-15, 17-19, 21-24	6
DIGITAL CONTENT PRODUCER - KFDA	1-5, 8-9, 12, 14-15, 17-19, 21-24	12
ACCOUNT EXECUTIVE - KFDA	1-6, 8-9, 14-15, 17-19, 21-24	6
VIDEOJOURNALIST - KFDA	1-5, 8-9, 13-15, 17-19, 21-24	9
VIDEOJOURNALIST - KFDA	1-5, 8-9, 13-15, 17-19, 21-24	9
SPORTS/ NEWS REPORTER - KFDA	1-6, 8-9, 12, 14-15, 17-19, 21-24	6
SALES ASSISTANT - KFDA	1-6, 8-9, 14-15, 17-19, 21-24	6
MASTER CONTROL OPERATOR (ASSO) - KFDA	1-5, 8-10, 14-15, 17-19, 21-24	10
GENERAL ASSIGNMENT REPORTER - KFDA	1-2, 4-5, 8-10, 14-15, 17-19, 21-24	10
GENERAL ASSIGNMENT REPORTER - KFDA	1-2, 4-5, 8-10, 14-15, 17-19, 21-24	9
NEWSCAST PRODUCER - KFDA	1-2, 4-6, 8-10, 14-15, 17-18, 21-24	10
NEWSCAST PRODUCER - KFDA	1-2, 4-6, 8-10, 14-15, 17-18, 21-24	6
ACCOUNT EXECUTIVE - KFDA	1-2, 4-6, 8-9, 14-15, 17-18, 21-24	6
ACCOUNT EXECUTIVE - KFDA	1-2, 4-6, 8-9, 14-15, 17-18, 21-24	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Amarillo College 2215 S. Washington Amarillo, Texas 79109 Phone : 806-371-5956 Jessica Laney Manual Posting	Y	0
2	Amarillo Hispanic Chamber of Commerce 5725 W. Amarillo Blvd. Amarillo, Texas 79109 Phone : 806-379-8800 Email : staff@amarillohcc.com Ann Romo	Y	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	2
4	Colorado Media School 4380 S. Syracuse St. #400 Denver, Colorado 80237 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	Y	0
5	Eastern New Mexico University 1500 S. Ave. K Station 34 Portales, New Mexico 88130 Phone : 575-562-2277 Patrick Kelley Manual Posting	N	0
6	Employee Referral	N	16
7	Exigent Circumstances	N	1
8	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	8
9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	36

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10	Internal Transfer/Promotion	N	6
11	Internship Program	N	2
12	Linked In - Not Directly Contacted by SEU	N	6
13	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	1
14	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-5927 Email : careers@okstate.edu Sara Hartline	Y	0
15	Texas Association of Broadcasters 502 E. 11th St. #200 Austin, Texas 78701 Phone : 512-355-9944 Email : anna.romero@tab.org Anna Romero	Y	0
16	Texas Tech University 3003 15th Street Lubbock, Texas 79409 Email : corey.clem@ttu.edu Corey Clem Prong 2 Ended Date: 6/22/2023	N	0
17	University of North Texas 1155 Union Circle #310859 Denton, Texas 76203 Phone : 940-369-8656 Tammy van der Leest Manual Posting	Y	0
18	University of Oklahoma 660 Parrington Oval Norman, Oklahoma 73019 Phone : 405-325-1974 Kyle Pedersen Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	University of Texas 110 Inner Campus Dr. Austin, Texas 78705 Phone : 512-475-7703 Email : ccsmain@austin.utexas.edu Carolina Mutz	Y	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	3
21	Welcome Pardner! P.O. Box 30926 Amarillo, Texas 79120 Phone : 806-356-1555 Email : dj@welcomepardner.com DJ Stubben	Y	0
22	West Texas A&M University WT Box 60728 Canyon, Texas 79016 Phone : 806-651-2345 Samantha Green Manual Posting	Y	0
23	Workforce Solutions Panhandle 3120 Eddy St. Amarillo, Texas 79106 Phone : 806-350-1632 Email : tmorris@wspanhandle.com Trent Morris	Y	0
24	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Our Newsroom has an official training program that is used for Content Creators to improve their skills to become an on-air General Assignments Reporter. This reporting year, one employee was promoted after completing this training program.	4	News Director Asst. News Director Executive Producer Assignments Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	Future Focus Paid Internship Program designed to give college students real-world training. During this reporting year, three interns participated in the program. These students were from Amarillo College and worked in the Newsroom.	2	News Director
3	4/20/2023	Provision of training to management	Our HR Coordinator participated in a training on the FCC's Rules & Regulations provided by Wiley Rein, LLP.	1	HR Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	General Manager participates in Texas Association of Broadcasters and is on the committee that works with Texas bases Universities to educate teachers and Deans about the Broadcast Industry and its employee needs.	1	General Manager
5	10/19/2023	Participation in Job Fairs	Fall Career and Internship EXPO at West Texas A&M University	4	HR Coordinator Marketing Director Production Supervisor Asst. News Director
6	2/21/2024	Participation in other activities designed by the station employment unit	Asst. Chief Engineer/IT Director was guest lecturer at Radio/TV class at Amarillo College.	1	Asst. Ch. Eng./IT Director
7	2/22/2024	Participation in Job Fairs	Spring Career and Internship EXPO at West Texas A&M University	4	HR Coordinator Marketing Director Production Supervisor Asst. News Director