

South Texas Public Broadcasting, Inc.
KEDT TV/FM & KVRT FM
3205 South Staples Street
Corpus Christi, Texas 78411

Annual EEO Report: April 1st, 2022 – March 31st, 2023

South Texas Public Broadcasting, Inc. is an Equal Opportunity Employer

The following are a list of all full-time vacancies filled by the station between:

April 1st, 2022- March 31st, 2023. Each position is identified by job title.

Position: **Development Officer**

Date of Hire: **5.23.2022**

- Recruitment Source for Hired: **KEDT/Website/Facebook/Twitter (3)**

Recruitment sources used to publicize the opening for:

Development Officer

- American G.I. Forum: National Veterans Outreach Program, Inc.
- Corporation for Public Broadcasting (CPB)
- Del Mar College
- KEDT/Website/Facebook/Twitter
- LinkedIn
- LULAC National Education Service Center
- National Education Telecommunications Association (NETA)
- Texas Association of Broadcasters (TAB)
- Texas A&M University- Central Texas
- Texas A&M University Corpus Christi
- Texas A&M University-Kingsville
- Texas A&M University San Antonio
- Texas Rehabilitation Commission
- Texas Workforce Commission: Workforce Solutions of the Coastal Bend
- The University of Texas at Austin
- The University of North Texas
- The University of Texas Rio Grande Valley

Total Number Interviewed: **5**

Recruitment Source for All Interviewees:

- **General Referral (2)**
- **KEDT/Website/Facebook/Twitter (3)**

South Texas Public Broadcasting, Inc.: KEDT TV/FM & KVRT FM

Address and Contact Information for Recruiting Sources

**American G. I. Forum
National Veterans Outreach Program, Inc.**
611 N. Flores, Suite 100
San Antonio, Texas 78205

**Corporation for Public Broadcasting (CPB)
CPB Jobline**
401 9th Street, NW
Washington, DC
20004-2129
<https://www.cpb.org/jobline>

**Del Mar College
Career Resource Center**
101 Baldwin Blvd.
Corpus Christi, Texas
Del Mar College Student Employment System: DMC Job Bank
www.delmar.edu/placement

**LULAC National Education Service Center
Job Placement Department**
400 Mann St. #513
Corpus Christi, Texas 78401-2046
Phone: (361) 883-5134
Fax: (361) 883-8749

**National Education Telecommunications Association (NETA)
Careers in Public Media Job Bank**
P.O. Box 50008
Columbia, South Carolina 29250
www.neta.org

**South Texas Public Broadcasting, Inc.
KEDT**
Facebook/Twitter/Website/FM On-Air Spot
3205 South Staples Street
Corpus Christi, Texas 78411
www.kedt.org

**Texas A&M University-Central Texas
Human Resources**

1001 Leadership Place
Killeen, Texas 76549
www.handshake.com

**Texas A&M University Corpus Christi
Career Services**

6300 Ocean Drive
University Center, 304
Phone: 361-825-2628
www.handshake.com.

**Texas A&M University-Kingsville
Career Services**

700 University Blvd.
MSC 106
Kingsville, Texas 78363
Phone: 361-593-2132
www.handshake.com

**Texas A&M University- San Antonio
Mays Center**

One University Way
San Antonio, Texas 78224
Phone: 210-784-1000
www.handshake.com

**Texas Association of Broadcasters (TAB)
TAB Job Bank**

Ann Arnold Center
502 East 11th Street, Suite 200
Austin, TX 78701
Phone: (512) 322-9944
<https://www.tab.org/job-bank>

**Texas Rehabilitation Commission
Job Placement Department**

4410 Dillion Lane, Ste. 44
Corpus Christi, Texas 78415

Texas Workforce Commission
Workforce Solutions of the Coastal Bend
Administrative Offices
520 N. Staples
Corpus Christi, Texas 78401
Office 361-885-3016
Fax 361-885-3025
www.workintexas.com

The University of North Texas
Division of Student Affairs Career Center
Sage Hall, Suite 202
1167 Union Circle
Denton, Texas 76203
www.handshake.com

The University of Texas at Austin
Career Services
103 West 24th Street
Austin, Texas 78712
www.handshake.com

The University of Texas Rio Grande Valley
UTRGV Career Center
ESTAC 2.101
Edinburg, Texas 78539
www.handshake.com

EEO Initiatives:

South Texas Public Broadcasting System, Inc. Staff engaged in the following outreach activities during the period of: April 1, 2022 – March 31, 2023.

Career/ Job Fairs

- **April 29th, 2022:** President & General Manager, Don Dunlap participated in the **Texas A&M University-Kingsville College of Engineering Job Fair & Senior Project Contest**. The event provided the opportunity for students to learn about non-traditional engineering jobs in the broadcasting field and present their Senior Projects. The job fair was made available to all **Engineering students**.
- **September 20th, 2022:** KEDT Business Manager, Jesenia McQueen and Special Events Assistant, Diana Hollingshead participated in the **Texas A&M University Corpus Christi Coastal Bend First Career Fair** which was made available to **Texas A&M University Corpus Christi Students**, alumni and the general public.
- **October 5th, 2022:** KEDT Business Manager, Jesenia McQueen and Special Events Assistant, Diana Hollingshead participated in the **Texas A&M University Corpus Christi Business, Liberal Arts & Health Career Fair** which was made available to **Texas A&M University Corpus Christi Students**, alumni and the general public.
- **October 6th, 2022:** KEDT Business Manager, Jesenia McQueen and TV Traffic Director, Maricela Pierce participated in the **Del Mar College Business, Computer Science and Hospitality Career Fair** which was made available to **Del Mar College Students** and alumni.
- **January 26th, 2023:** KEDT Business Manager, Jesenia McQueen participated in the **Texas Workforce Virtual Job**.

Establishment of Internships

Texas A&M University Corpus Christi Internship Program: South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Texas A&M University Corpus Christi signed a contract establishing an internship program between the two entities. The internship provides an opportunity for 1 student from Texas A&M University Corpus Christi to work on at the KEDT Studio and gain experience in the field of radio broadcasting and production.

- **Spring 2022:** A Texas A&M University student worked throughout the *Spring 2022* semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**
- **Summer 2022:** A Texas A&M University student worked throughout the *Summer 2022* semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**
- **Fall 2022:** A Texas A&M University student worked throughout the *Fall 2022* semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**

Del Mar College Internship

- **Fall 2022:** **South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Del Mar College** established an internship position in the TV Production area for 1 **Del Mar College Student** majoring in the area of Radio & TV Production for the *Fall 2022* semester. A student intern from **Del Mar College** gained hands-on experience in the TV Production field for the *Fall 2022* with the partnership between KEDT and Del Mar College.
- **Spring 2023:** **South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Del Mar College** established an internship position in the TV Production area for 1 **Del Mar College Student** majoring in the area of Radio & TV Production for the *Spring 2023* semester. A student intern from **Del Mar College** gained hands-on experience in the TV Production field for the *Spring 2023* with the partnership between KEDT and Del Mar College.

Listing of Upper Level Job Opening

- **April 2022:** KEDT listed the Development Officer Job openings on the **CPB (Corporation for Public Broadcasting)** and the **TAB (Texas Association for Broadcasters)** websites for potential employee candidates to view and apply. Both websites make job posting accessible to minorities and women candidates throughout the country.

EEO Training for Management

- **April 13th, 2022:** All KEDT Staff participated in a day-long virtual **Texas Public Media Staff Summit** which included the *Texas Progress Report on Diversity, Equity and Inclusion*, a panel discussion about Diversity, Equity and Inclusion projects at stations around the state in human resources, content, culture and operations.
- **September 21st, 2022:** KEDT Business Manager, Jesenia McQueen participated in the Broadcast1, Media Staffing Network and Texas Association of Broadcasters' **FCC EEO Training**.
- **March 3rd, 2023:** KEDT Vice President, Myra Lombardo, and Business Manager, Jesenia McQueen attended the **Public Media Women in Leadership Virtual Conference**. The conference focused on leadership training for women working in public media.

Events Presented by Institutions of Higher Learning

- **April 7th, 2022:** KEDT President & General Manager, Don Dunlap participated in the **Texas A&M University Graduate Student Minute Thesis Contest** in which he spoke to students about jobs in the broadcasting field.
- **April 28th, 2022:** KEDT TV Production Manager, Danny Conley and TV Producer, Josh DiFiore *assisted in teaching a TV Production class for Del Mar College students* at the KEDT Studio in which students learned about jobs in the Television broadcasting field, TV production techniques and processes.

- **May 3rd, 2022:** KEDT TV Production Manager, Danny Conley and TV Producer, Josh DiFiore *assisted in teaching a TV Production class for **Del Mar College students*** at the KEDT Studio in which students learned about jobs in the Television broadcasting field, TV production techniques and processes.
- **May 5th, 2022:** KEDT TV Production Manager, Danny Conley and TV Producer, Josh DiFiore *assisted in teaching a TV Production class for **Del Mar College students*** at the KEDT Studio in which students learned about jobs in the Television broadcasting field, TV production techniques and processes.
- **October 20th, 2022:** KEDT TV Producer, Josh DiFiore participated in **the Education Service Center Region 2 (ESC Region 2) Student Film Festival Workshop** made available to local high school students.
- **December 12th, 2022:** KEDT TV Production Manager, Danny Conley and TV Producer, Josh DiFiore *assisted in teaching a TV Production class for **Del Mar College students*** at the KEDT Studio in which students learned about jobs in the Television broadcasting field, TV production techniques and processes.

Educational Station Tours

- **January 9th, 2023:** KEDT Vice-President, Myra Lombardo conducted a tour of the KEDT TV & FM Studios and spoke to **Leadership Portland students** regarding different careers in the radio and television broadcasting field.
- **February 22nd, 2023:** KEDT President & General Manager, Don Dunlap and TV Producer, Danny Conley conducted a tour of the KEDT TV & FM Studios and spoke to **IWA Media Studies students** regarding different careers in the radio and television broadcasting field.

