

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

Annual EEO Report: April 1st, 2023 – March 31st, 2024

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, 2023- March 31st, 2024. Each position is identified by job title.

Position: **Director of Digital Services** **Date of Hire: 6.19.2023**

- Recruitment Source for Hired: **Referral**

Recruitment sources used to publicize the opening for:

Director of Digital Services

- American G.I. Forum: National Veterans Outreach Program, Inc.
- Corporation for Public Broadcasting (CPB)
- Del Mar College
- KEDT/Website/Facebook/Twitter
- 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 International
- 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 Texas Rio Grande Valley

Total Number Interviewed: **3**

Recruitment Source for All Interviewees:

- **General Referral (1)**
- **KEDT/Website/Facebook/Twitter (1)**
- **General Job Search (1)**

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 International
Office of Career Services**

5201 University Boulevard
Student Center (STC) 114
Laredo, Texas 78041
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 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, 2023 – March 31, 2024.

Career/ Job Fairs

- **April 28th, 2023:** 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 12th, 2023:** KEDT Business Manager, Jesenia McQueen and Director of Digital Services, Prachi Vashisht participated in the **Del Mar College's Career and College Readiness Kiosk** which was made available to **Del Mar College Students** and alumni.
- **October 4th, 2023:** KEDT Business Manager, Jesenia McQueen 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 11th, 2023:** KEDT Director of FM Programming, Lon Gonzalez 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.
- **February 21st, 2024:** KEDT Business Manager, Jesenia McQueen and Lon Gonzalez, Director of FM Programming 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.

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 at the KEDT Studio and gain experience in the field of radio broadcasting and production.

- **Spring 2023:** A Texas A&M University student worked at KEDT during *Spring 2023* semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**
- **Spring 2024:** A Texas A&M University student worked at KEDT during the *Spring 2024* semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**

Del Mar College Internship

- **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 12th, 2023:** KEDT listed the *Director of Digital Services* opening 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

- **September 2023:** KEDT staff and management completed the Corporation for Public Broadcasting (CPB), Harassment in the Workplace Prevention training using the CPB's EVERFI module.
- **March 7th, 2024:** KEDT Business Manager, Jesenia McQueen participated in the Del Mar College Small Business Center virtual training webinar, ***Cross-Generational Management & Leadership*** presented by Dr. Chris Ardusser of AGDA Consulting.
- **March 14th, 2024:** KEDT Business Manager, Jesenia McQueen participated in the University of Texas San Antonio and Del Mar College Small Business Center virtual training webinar, ***Business Essentials Bootcamp Recruiting and Retention*** presented by Frank Lisenbee of Gravity Leadership and Management.

Training Programs for Station Personal

- **March 14th, 2024:** KEDT TV Producer, Josh Difiore attended the ***21st Century in the Arts Summit*** which focused on: financial literacy for organizations, development of policies for the use of Artificial Intelligence and the use of Artificial Intelligence in podcasting and other media productions.
- **Fall 2023:** KEDT Assistant Engineer, Frank Gutierrez enrolled in the ***Society for Broadcasting Engineer's certification program***. Upon completion of the program a certificate is awarded to participating students.

Events Presented by Institutions of Higher Learning

- **April 6th, 2023:** 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.

Educational Station Tours

- **November 1st, 2024:** KEDT Vice-President, Myra Lombardo conducted a tour of the KEDT TV & FM Studios and spoke to **Leadership Portland members** regarding different careers in the radio and television broadcasting field.
- **February 9th, 2024:** KEDT TV Production Manager, Danny Conley conducted a tour of the KEDT TV & FM Studios and spoke to H.M King High School Journalism students regarding different careers in the radio and television broadcasting field.