

KBMT/KJAC-TV
EEO PUBLIC FILE REPORT
March 22, 2022 - March 21, 2023

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
Account Executive	1-9, 11-12, 14-16, 18-21, 23-24, 26-28, 30	24
Weekend Meteorologist-12669	1, 4-6, 8, 12, 14-16, 19, 21, 24, 26-27, 30	24
Daybreak Executive Producer-12700	1, 4-6, 8, 10, 12-13, 15-16, 19, 21, 24- 27, 30	25
Producer-12705	1, 4-6, 8, 12-13, 15-16, 19, 21, 24-27, 30	25
Visual Storyteller-12860	1, 4-6, 8-9, 12-13, 15-16, 19, 21, 24-25, 27, 30	25
President & General Manager	1-9, 11-13, 15-16, 18-28, 30	16
Broadcast Director-13004	1, 4-6, 8, 12-13, 15-16, 19, 21, 24-27, 30	24
Sales Assistant-13090	1, 4-6, 8, 12-13, 15-17, 19, 21, 24-27, 30	25
Multiskilled Journalist-13182	1, 4-6, 8, 10, 12-13, 15-16, 19, 21, 24- 27, 30	5
Supervisor of Technology and Operations-13225	1, 4-6, 8, 12-13, 15-16, 19, 21, 24, 26- 27, 29-30	5
Digital Content Producer-13315	1, 4-6, 8, 10, 12-13, 15-16, 18-19, 21, 24-27, 30	10
Production Assistant-13327	1, 4-6, 8, 12-13, 15-17, 19, 21, 24-27, 30	25
Evening News Anchor-011822	1, 4-6, 8-10, 12-13, 15-19, 21, 24-27, 30	25
Multiskilled Journalist - 13539	1-13, 15-21, 23-28, 30	25
Technical Director - 13546	1-9, 11-13, 15-16, 18-21, 23-30	25

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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	Beaumont NAACP 3260 Washington Blvd Beaumont, Texas 77705 Phone : 409-842-0294 Email : bmtnaacp@hotmail.com Shedrick Evans	Y	0
2	Broadbean Network 601 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Jobs Editor Manual Posting	N	0
4	Buckner International 9055 Manion Dr Beaumont, Texas 77706 Phone : 409-866-0976 Email : rrobichau@buckner.org Rhonda Robichau	N	0
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	2
6	Colorado Media School 4380 S Syracuse St Suite 400 Denver, Colorado 80237 Phone : 303-937-7070 Email : dbyrd@beonair.com Debbie Byrd	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
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	1
8	Goodwill Industries P.O. Box 3963 Beaumont, Texas 77704 Phone : 409-838-9911 Email : nicki@goodwillbmt.org Nicki Moss	Y	0
9	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	1
10	Indeed.com	N	6
11	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
12	KBMT Website 525 Interstate 10 South Beaumont, Texas 77701 Phone : 409-833-7512 Job Listings Manual Posting	N	0
13	Lamar Institute of Technology 855 E Lavaca Beaumont, Texas 77705 Phone : 409-951-5709 Email : careers@lit.edu Celine Hodge	N	0

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14	Lamar State College - Port Arthur P.O. Box 310 Port Arthur, Texas 77641 Phone : 409-984-6381 Email : guillsr@lamarpa.edu Sheila Guillot	N	0
15	Lamar University P.O. Box 10043 Beaumont, Texas 77703 Phone : 409-880-8871 Email : studentemploymentcenter@lamar.edu Angie Thomas	N	0
16	Linked In -- Mountain View, California Phone : 650-687-3555 Url : www.linkedin.com Recruiting Member Manual Posting	N	1
17	Linked In	N	5
18	LULAC 3308 Medical Triangle Port Arthur, Texas 77642 Phone : 409-549-4919 Zulema Escobedo Manual Posting	Y	0
19	McNeese State University Box 90780 Lake Charles, Louisiana 70609 Phone : 337-475-5612 Email : careers@mcneese.edu Julie Theriot	N	0
20	MyJobHelper 33 Irving Place FL3 New York, New York 10003 Phone : (306) 993-4667 Job Listings Manual Posting	N	0

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21	Port Arthur NAACP 811 W 15th St Port Arthur, Texas 77640 Phone : 409-293-5020 Email : kalan.gardner@yahoo.com Kalan Gardner	Y	0
22	Recruiter	N	4
23	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0
24	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	12
25	TEGNA.com 7950 Jones Branch Dr McLean, Virginia Phone : 705-854-6089 Job Listings Manual Posting	N	23
26	Texas Association of Broadcasters 502 E. 11 Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
27	Texas Workforce Commission 304 Pearl St Beaumont, Texas 77701 Phone : 409-719-4762 Email : levette.roosevelt@setworks.org Levette Roosevelt	Y	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
28	The Broadbean Network 610 Newport Center Dr #1400 Newport Beach, California 92660 Phone : 949-706-8560 Url : www.broadbean.com Job Listings Manual Posting	N	0
29	Walk In/Self-Referral	N	3
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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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	3/23/2022	Establishment of training programs for station personnel	A 2-day virtual event covering the latest updates from PREMION leadership and listen to speakers from our publishing partners.	7	AE's Director of Sales Local Sales manager
2	3/30/2022	Establishment of training programs for station personnel	The focus of this training is on Team TEGNA's success stories in Home Services/Improvement & Automotive areas with special guest speakers in each of these categories to help build confidence in our sales team members.	7	AE's Director of Sales Local Sales Manager
3	5/5/2022	Participation in events or programs sponsored by educational institutions	Participated as a judge at Lamar University, school TV station. Students who are candidates for the Anchor role at their station were judged. Coached students and held an hour-long conversation about the TV industry.	1	Anchor/MSJ/Executive Producer
4	5/18/2022	Establishment of training programs for station personnel	Staff members who did not successfully complete cyber security training received additional training in the areas of phishing emails.	8	Digital Sales Spec. Sales Assistant DOS AE
5	6/8/2022	Establishment of training programs for station personnel	Matrix to your Advantage for Sales staff. Training on the sales systems that lets you track calls, meetings and buys.	7	AE's Director of Sales Local Sales Manager
6	6/13/2022	Establishment of an intern program designed to assist members of the community	KBMT/KJAC participated in TEGNA's Summer Intern program where an intern was placed at the station for the duration of the summer. This program is designed for rising juniors or graduating seniors to gain valuable real-world experience alongside some of the best journalists in the country.	1	Intern
7	6/24/2022	Establishment of training programs for station personnel	Second quarter Secure TEGNA cybersecurity training was launched. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	52	GM News Dir DOS Dir of Marketing

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8	6/27/2022	Establishment of a mentoring program	This station is participating in TEGNA Inc.'s Producer-in Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations to a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check on progress. At the end of a successful two-year program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer in Residence
9	8/2/2022	Establishment of training programs for station personnel	Go to Webinar - TEGNA Nielsen NLTV Beginner Sessions This quick review of local television basics is perfect for the new user or those looking for a quick review of methodology and more! This session highlights Nielsen's unique methodologies across all market types.	2	Local Sales Manager Director of Sales

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10	8/9/2022	Establishment of training programs for station personnel	Go to Webinar - TEGNA Nielsen NLTV Beginner Sessions # 2 This quick review of local television basics is perfect for the new user or those looking for a quick review of methodology and more! This session highlights Nielsen's unique methodologies across all market types.	2	Director of Sales Local Sales Manager
11	8/16/2022	Establishment of training programs for station personnel	Go to Webinar - TEGNA Nielsen NLTV Beginners Sessions #3 This quick review of local television basics is perfect for the new user or those looking for a quick review of methodology and more! This session highlights Nielsen's unique methodologies across all market types.	2	Director of Sales Local Sales Manager
12	8/23/2022	Establishment of training programs for station personnel	Go to Webinar - TEGNA Nielsen NLTV Beginner Sessions #4 This quick review of local television basics is perfect for the new user or those looking for a quick review of methodology and more! This session highlights Nielsen's unique methodologies across all market types.	2	Director of Sales Local Sales Manager
13	8/30/2022	Establishment of training programs for station personnel	Go to Webinar - TEGNA Nielsen NLTV Beginner Sessions #5 This quick review of local television basics is perfect for the new user or those looking for a quick review of methodology and more! This session highlights Nielsen's unique methodologies across all market types.	2	Director of Sales Local Sales Manager
14	9/15/2022	Establishment of training programs for station personnel	Confidence Builder "Finance and Retail" A TEGNA training course for the sales department going over how to close Finance and Retail business.	2	Director of Sales Local Sales Manager Account Executive
15	9/15/2022	Participation in events sponsored by organizations representing the community	Press Club Lamar Mixer in partnership with Lamar University, Department of Communication & Media for this event. Spoke with Lamar students, a mix of freshmen, sophomores, juniors and seniors about breaking into the business, internships, and how to land a job in the media.	2	Assistant News Director Anchor/MSJ/Executive Producer

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16	9/20/2022	Establishment of training programs for station personnel	Go to Webinar - TEGNA Nielsen NLTV Beginner Sessions #6 This quick review of local television basics is perfect for the new user or those looking for a quick review of methodology and more! This session highlights Nielsen's unique methodologies across all market types.	2	Director of Sales Local Sales Manager
17	9/21/2022	Establishment of training programs for station personnel	Compliance & Recruiting. The Great Reimagination/ Texas Went over the EEO Report start to finish by Broadcast 1 Source.	2	Program Director/EEO Officer HR Business Partner
18	9/22/2022	Participation in events sponsored by organizations representing the community	Presented to Women's Junior League of Beaumont on the topic of breaking into the business and pitching story ideas to the media.	1	Assistant News Director
19	9/22/2022	Establishment of training programs for station personnel	TVB Virtual Forward Conference. Industry insight and training for local broadcaster sales teams.	7	Director of Sales Local Sales Manager Account Executive
20	9/23/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all of us understand the threat to our secure landscape and recognize the actions cybercriminals employ to breach our systems. In September, TEGNA launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	62	GM News Dir DOS Dir of Marketing
21	9/29/2022	Establishment of training programs for station personnel	The General Manager and hiring managers attended a training by TEGNA's Diversity HR Business Partner on methods to ensure inclusive hiring.	10	GM News Dir DOS Dir of Marketing
22	9/29/2022	Establishment of training programs for station personnel	Q3 Sales Design training for sales. Discuss building and revising PowerPoint presentations using TEGNA's design elements to deliver powerful presentations.	8	Director of Sales Local Sales Manager Account Executive

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23	10/4/2022	Establishment of training programs for station personnel	Go to Webinar TEGNA Nielsen NLTV Advanced Sessions #2 A deep dive into using NLTV reporting.	2	Director of Sales Local Sales Manager
24	10/11/2022	Establishment of training programs for station personnel	Go to Webinar TEGNA Nielsen NLTV Advanced Sessions #3 A deep dive into using NLTV reporting.	2	Director of Sales Local Sales Manager
25	10/14/2022	Provision of training to management	Master Class Management Essentials Management training for development of essential skills for integration for sales team.	1	Director of Sales
26	10/20/2022	Establishment of training programs for station personnel	Confidence Builder Tier 3 Auto and Education TEGNA training for sales team relating to Auto industry prospects and insights.	8	Director of Sales Local Sales Manager Account Executive
27	Ongoing Event	Provision of training to management	Master Class Management Essentials Management training for development of essential skills for integration for sales team.	1	Director of Sales
28	11/8/2022	Establishment of training programs for station personnel	Go to Webinar how to quadruple your Local digital Sales.	8	Director of Sales Local Sales Manager Account Executive
29	11/8/2022	Establishment of training programs for station personnel	TEGNA final Judgement and US Antitrust laws. Annual training explaining the meaning and requirements of the Final Judgment and of U.S. antitrust laws.	64	All employees
30	11/9/2022	Participation in events or programs sponsored by educational institutions	Talked to a class at Marshall Middle School about industry career paths, where we are now and the industry. Discussed students career aspirations in this industry and offered them advice. Viewed student newscasts and provided them with feedback.	2	Anchor/MSJ Digital Content Producer
31	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	64	GM News Dir DOS Dir of Marketing

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32	1/9/2023	Establishment of training programs for station personnel	TEGNA Ethics Training: Part I: TEGNA's Annual Ethics Survey must be completed by all employees to disclose any issues that may conflict with TEGNA's interests. Part II: Code of Ethics: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.	62	GM News Dir DOS Dir of Marketing
33	1/16/2023	Establishment of training programs for station personnel	TEGNA Produce It series held, 1/16-1/20/23. This workshop covered producing, tips and tricks to improve writing and newscast.	1	Assistant News Director
34	1/26/2023	Establishment of training programs for station personnel	TEGNA Copyright Training. TEGNA legal department training covering copyright rules and laws.	25	All of News Staff
35	2/4/2023	Participation in events or programs sponsored by educational institutions	Mentor as part of the Lamar University Media Program. Served as a guide to high school kids interested in joining sports media.	1	Sports Director
36	2/9/2023	Establishment of training programs for station personnel	Guest speaker, Criminal Lawyer Ryan Gertz spoke to 12News journalists about the inner workings of the criminal justice system in Southeast Texas. Provided insight on documents available to request, language to use and the arrest process. This provided valuable information to the newsroom who is in constant contact with the court system for stories. It allows the news team to be more accurate in reporting and assess whether an arrest or case is air worthy or not.	25	News Staff
37	2/23/2023	Participation in events or programs sponsored by educational institutions	Career Day at Nederland High School. Interviewed students for Career & Technology Day with a focus on students interested in TV/journalism careers.	1	Anchor/MSJ/Executive Producer
38	Ongoing Event	Establishment of training programs for station personnel	TEGNA Leadership Course. A monthly TEGNA training about leadership and management. Fall 2022-2023	1	Assistant News Director