

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2013-March 21, 2014

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter	1-14; 17; 20-25	2
Senior News Producer	1-14; 17; 20-25	14
Special Projects Manager	1-14; 17; 20-25	14
Media Coordinator	1-14; 17; 20-25	17
Sales Assistant	1-14; 17; 20-25	17
Reporter	1-14; 17; 20-25	2
Creative Services Director	1-14; 17; 20-25	16
Photojournalist	1-14; 17; 20-25	2
News Director	1-14; 17; 20-25	20
Meteorologist	1-14; 17; 20-25	2
Photojournalist	1-14; 17; 20-25	17
Sales Assistant	1-14; 17; 20-25	16
Technical Media Producer	1-14; 17; 20-25	1

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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 12- month
1	Texas Association of Broadcasters website www.tab.org	N	8
2	TV Jobs website www.tvjobs.com	N	4
3	Brazos County NAACP Ann Boney, President Brazos County Chapter NAACP Bryan, Texas 77802 (979) 778-9974	N	0
4	Texas A&M University Career Center Debbie Gau John Koldus Building, RM 209 College Station, Texas 77843-1233 (979) 845-5139	N	0
5	Sam Houston State University RTV Dept. Janet Bridges SHSU Box 2207 Huntsville, Texas 77341 (936) 294-1341	N	0
6	Baylor University Telecommunications Div. Whitney Saulters Burleson Hall, RM 110 Waco, Texas 76798	N	0
7	Texas State University Dept. of Journalism Laurie Fluker 601 University Drive San Marcos, Texas 78666 (512) 245-2529	N	0
8	Medialine medialine@medialine.com	Y	0
9	Southern Methodist University Janet Hopkins PO Box 750256 Dallas, Texas 75275-0256 (214) 768-2266	N	0

KBTX-TV
EEO PUBLIC FILE REPORT

April 1, 2013-March 21, 2014

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10	University of Southern Mississippi, RTV Dept. CPP@usm.edu 112 McLemore Hall 118 College Drive Box 5014 Hattiesburg, MS 39406 (601) 266-4153	N	0
11	SOS Ministries JJ Ramirez PO Box 2866 Bryan, Texas 77805	N	0
12	Junction 5-0-5 Alice Martin 2528 Dartmouth College Station, Texas 77840 (979) 485-0260	N	0
13	602 Communications/Marketing Ideanet Graeme Newall, gnewell@602communications.com	N	0
14	Internal posting / candidate	N	2
15	Walk-In	N	0
16	Word of mouth referral	N	3
17	KBTX-TV www.kbtv.com	N	20
18	Society of Broadcast Engineers website www.sbe.org	N	0
19	KBTX-TV television advertisement	N	0
20	Gray Television Station Group WSAW-TV Jane Ploeger 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 jploeger@wsaw.com 10/2013 - updated to Dottie Boudreau Dottie.Boudreau@gray.tv <i>Source sends postings to other Gray stations.</i>	N	1
21	TAMU Speech Communications Dr. Nancy Street n-street@tamu.edu	N	1

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22	TAMU Mays Business School Dr. Stephen McDaniel s-mcdaniel@tamu.edu	N	0
23	TAMU Agricultural Leadership, Education, Communications Deborah Dunsford dunsford@tamu.edu	N	0
24	TAMU Journalism Dr. Ed Walraven e-walraven@tamu.edu	N	0
25	TAMU Agricultural Journalism Dr. Randall Sumpter r-sumpter@tamu.edu	N	0
TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:			39

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April 1, 2013-March 21, 2014

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	The station gives students from universities and colleges the opportunity to work and learn in a real television environment. During the reporting period, the station had 21 interns, as follows: - During Summer 2013, the station had 16 interns – 5 served their internship in the CW promotions department; 8 in the news department, 2 in the weather department, 1 in the sports department. - During Spring 2014, the station had 5 interns – 2 in the CW8 promotions department, 2 in the news department, 1 in the weather department.
2	Participate in Job Fair	April 16, 2013- KBTX Office Manager and Operations Manager manned a booth at the B/CS Chamber Job Fair.
3	Participate in Job Fair	May 17, 2013- KBTX General Manager, Operations Manager, Promotions Director and News Anchor were present at this career day at Caldwell High School.
4	Participate in Job Fair	September 25, 2013- KBTX Office Manager and Operations Manager manned a booth at the Sam Houston State University Career Fair.
5	Participate in Job Fair	October 23, 2013-Representatives from KBTX manned a booth at the Youth to Career Fair. The goal of this day is to educate 8 th graders on what classes they need to take when they get in high school in order to be prepared to work in the media industry.
6	Participate in Job Fair	February 12, 2014- KBTX Office Manager and Operations Manager manned a booth at the Texas A&M Liberal Arts Career Fair.
7	Participate in Job Fair	February 24, 2014- KBTX Office Manager and Operations Manager manned a booth at the Texas A&M Athletics Career Fair.
8	Participate in Job Fair	March 21, 2014- KBTX Promotions Director & Special Projects Coordinator manned a booth at Bryan High School on their career day.
9	Event or program sponsored by educational institution relating to broadcasting careers	May 24, 2013- An Ag Leadership & Communications class from Texas A&M University toured KBTX and interviewed the anchor team about their education and experience. The tour was led by KBTX Operations Manager and a News Anchor.
10	Event or program sponsored by educational institution relating to broadcasting careers	May 24, 2013- An Audio Video Production class from The Woodlands High School toured KBTX and interviewed the anchors, weather team and internet team about their education and experience. The tour was led by KBTX Internet Director.

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11	Event or program sponsored by educational institution relating to broadcasting careers	June 20, 2013- A group of students attending the Newsmakers Camp College Station ISD toured the station. They were able to talk to reporters and meteorologists about what they do each day, as well as get on the green screen to see what it's like to be an on-air weather talent. The tour was led by KBTX Operations Manager.
12	Event or program sponsored by educational institution relating to broadcasting careers	August 6, 2013- The Young Professionals of Aggieland group toured the station. They were able to talk to reporters and anchors about what they do each day. The tour was led by KBTX Creative Services Director and Meteorologist.
13	Event or program sponsored by educational institution relating to broadcasting careers	November 5, 2013- A group with the Telecommunications & Marketing Association from Texas A&M University toured KBTX and interviewed the anchors about their education and experience. The tour was led KBTX Promotions Director.
14	Event or program sponsored by educational institution relating to broadcasting careers	December 18, 2013-The B/CS Chamber of Commerce Leadership Brazos Group visited KBTX for a tour led by KBTX General Manager.