

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2018-March 31, 2019

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-14; 16, 17; 20-26	17
Sales Assistant	1-14-16, 17; 20-26	17
Meteorologist	1-14; 16, 17; 20-26	16
Multimedia Journalist	1-14; 16, 17; 20-26	20
Multimedia Journalist	1-14; 16, 17; 20-26	1
Multimedia Journalist	1-14; 16, 17; 20-26	17
Multimedia Journalist	1-14; 16, 17; 20-26	16
Multimedia Journalist	1-14; 16, 17; 20-26	16
Producer	1-14; 16, 17; 20-26	20

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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 period
1	Texas Association of Broadcasters website www.tab.org	N	2
2	TV Jobs website www.tvjobs.com	N	7
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 (979) 775-5357	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	0
15	Walk-In	N	4
16	Word of mouth referral	N	4
17	KBTX-TV www.kbtv.com	N	17
18	Society of Broadcast Engineers website www.sbe.org	N	0
19	KBTX-TV television advertisement	N	0
20	Gray Television Station hr@gray.tv <i>Source sends postings to other Gray stations.</i>	N	6
21	TAMU Speech Communications Dr. Nancy Street n-street@tamu.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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
26	www.indeed.com	N	0
TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:			40

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>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 13 interns, as follows:</p> <p>During Spring 2018, the station had 4 interns in the news department</p> <ul style="list-style-type: none"> - During Summer 2018, the station had 5 interns – 3 served their internship in the news department and 2 in the weather department. - During Spring 2019, the station had 4 interns – 3 in the news department and 1 in the weather department.
2	Participate in Job Fair	April 18, 2018 - Operations Manager, creative services team and news employees attended/manned a booth at the Helping Youth Prepare for Employment Career Expo.
3	Participate in Job Fair	April 26, 2018 - Operations Manager, creative services, news and production managers/employees manned a booth at Chamber of Commerce Spring Job Fair.
4	Participate in Job Fair	October 17, 2018 – Creative Services Director, News Director and Operations Manager 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.
5	Participate in Job Fair	January 25, 2019 – Meteorologists, Creative Services, and news departments represented station at the Franklin ISD Career Day.
6	Participate in Job Fair	January 30, 2019 - Operations Manager and Office Manager manned a booth at the Texas A&M University Spring 2019 Liberal Arts Career Fair.
7	Participate in Job Fair	March 26, 2019 - KWTX EEO Officer attended the 2019 McLennan Career Fair at the McLennan Community College-Waco, TX. Full time positions and internship details were provided for both KBTX and KWTX at this event..
8	Event or program sponsored by educational institution relating to broadcasting careers	May 1, 2018 - 30 students from Fayetteville High School were given a tour through the control room/ news room and talked with members of the news team about details in the typical work day of LIVE tv broadcasting.

KBTX-TV
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9	Event or program sponsored by educational institution relating to broadcasting careers	May 9, 2018 – 23 students from Harlingen Consolidated ISD were given a tour through the control room/news room and talked with members of the news team and meteorology team about details in the typical work day of LIVE tv broadcasting.
10	Event or program sponsored by educational institution relating to broadcasting careers	May 23, 2018 – 11 students of Somerville High School Student Council were given a tour through the control room and news room and were provided with details about the typical work day of each position in LIVE tv broadcasting.
11	Event or program sponsored by educational institution relating to broadcasting careers	July 6, 2018 – 30 individuals from Mother’s Day Out Program were given a tour through the control room/news room and talked with members of the news team and meteorology team about details in the typical work day of LIVE tv broadcasting.
12	Event or program sponsored by educational institution relating to broadcasting careers	August 7, 2018 – 22 individuals from Texas A&M Accounting Services were given a tour through the control room and news room and discussed requirements for obtaining a job within telecommunications with the news director and news anchors.
13	Event or program sponsored by educational institution relating to broadcasting careers	August 24, 2018 - 8 adults from Mental Health and Mental Retardation of the Brazos Valley were given a tour through the control room/news room and talked with members of the news team about details in the typical work day of LIVE tv broadcasting.
14	Event or program sponsored by educational institution relating to broadcasting careers	September 18, 2018- 6 students from Grapeland High School were given a tour through the control room/newsroom and were provided with detail about the typical work day of each position in LIVE tv broadcasting.
15	Event or program sponsored by educational institution relating to broadcasting careers	October 8, 2018- 15 individuals from Lincoln Center were given a tour through the control room/news room and discussed typical work day details of LIVE tv broadcasting with members of the news team. They were also able to watch a portion of the broadcast LIVE from the studio.
16	Event or program sponsored by educational institution relating to broadcasting careers	October 17, 2018- 15 students from the Texas A&M University Liberal Arts Student Council were given a tour through the control room/news room and discussed typical work day details of LIVE tv broadcasting with members of the news team. They were also able to watch a portion of the broadcast LIVE from the studio.
17	Event or program sponsored by educational institution relating to broadcasting careers	October 18, 2018 – 9 students from the Iola Elementary School were given a tour through the control room/news room and were provided with details about the typical work day of each position in LIVE tv broadcasting.

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18	Event or program sponsored by educational institution relating to broadcasting careers	October 30, 2018 - 19 students from Texas A&M University Department of Journalism were given a tour through the control room/news room and discussed typical work day details of LIVE tv broadcasting with members of the news team including news director, assistant news director and meteorology team.
19	Event or program sponsored by educational institution relating to broadcasting careers	December 12, 2018- Approx. 40 adults from Leadership Brazos were given a tour through the control room and news room and were given in-depth detail about KBTX via department managers.
20	Event or program sponsored by educational institution relating to broadcasting careers	January 31, 2019- 35 students from Burton Elementary School were given a tour through the control room/news room, and were provided with details about the typical work day of each position in LIVE tv broadcasting