

**KBTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015-March 31, 2016**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Photojournalist	1-14; 17; 20-25	17
Multimedia Journalist	1-14; 17; 20-25	17
Evening Anchor	1-14; 17; 20-25	17
IT/Engineer	1-14; 17-18; 20-25	1
Morning Anchor	1-14; 17; 20-25	17
Staff Meteorologist	1-14; 17; 20-25	2
Technical Media Producer	1-14; 17; 20-26	20
Sports Reporter/News Producer	1-14; 17; 20-25	1
Weekend Anchor/Multimedia Journalist	1-14; 17; 20-25	2
Promotions/Marketing Director	1-14; 17; 20-25	17
Director of New Media	1-14; 17; 20-25	17
Sales Accounting Assistant	1-14; 17; 20-25	17
National Sales Assistant	1-14; 17-18; 20-25	1

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Texas Association of Broadcasters website www.tab.org	N	8
2	TV Jobs website www.tvjobs.com	N	11
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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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, <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a>	N	0
14	Internal posting / candidate	N	0
15	Walk-In	N	0
16	Word of mouth referral	N	2
17	KBTX-TV <a href="http://www.kbtv.com">www.kbtv.com</a>	N	20
18	Society of Broadcast Engineers website <a href="http://www.sbe.org">www.sbe.org</a>	N	0
19	KBTX-TV television advertisement	N	0
20	Gray Television Station Dottie Boudreau Dottie.Boudreau@gray.tv <i>Source sends postings to other Gray stations.</i>	N	1
21	TAMU Speech Communications Dr. Nancy Street <a href="mailto:n-street@tamu.edu">n-street@tamu.edu</a>	N	0

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22	TAMU Mays Business School Dr. Stephen McDaniel <a href="mailto:s-mcdaniel@tamu.edu">s-mcdaniel@tamu.edu</a>	N	0
23	TAMU Agricultural Leadership, Education, Communications Deborah Dunsford <a href="mailto:dunsford@tamu.edu">dunsford@tamu.edu</a>	N	0
24	TAMU Journalism Dr. Ed Walraven <a href="mailto:e-walraven@tamu.edu">e-walraven@tamu.edu</a>	N	0
25	TAMU Agricultural Journalism Dr. Randall Sumpter <a href="mailto:r-sumpter@tamu.edu">r-sumpter@tamu.edu</a>	N	0
26	www.indeed.com	N	0
<b>TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:</b>			42

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**III.RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	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 23 interns, as follows:</p> <ul style="list-style-type: none"> <li>- During Summer 2015, the station had 6 interns – 5 served their internship in the news department; 1 served in the sports department.</li> <li>- During Fall 2015, the station had 6 interns – 4 in news, 1 in weather, and 1 in promotions.</li> <li>- During Spring 2016, the station had 3 interns – 2 in news, 1 in promotions.</li> </ul>
<b>2</b>	Participate in Job Fair	April 08, 2015-Office Manager and Operations Manager manned a booth at the B/CS Chamber Job Fair.
<b>3</b>	Participate in Job Fair	September 23, 2015- Office Manager and Operations Manager manned a booth at the Sam Houston State University Career Expo.
<b>4</b>	Participate in Job Fair	October 14, 2015-KBTV Office Manager, Operations Manager, and KWTX EEO Officer manned a booth at the UT Austin Fall 2015 Communication Job & Internship Fair.
<b>5</b>	Participate in Job Fair	October 21, 2015-Representatives from news, sales, production, admin departments of KBTV manned a booth at the Youth to Career Fair. The goal of this day is to educate 8 <sup>th</sup> 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
<b>6</b>	Participate in Job Fair	November 4, 2015-Operations Manager manned a booth at the Chamber Job Fair.
<b>7</b>	Participate in Job Fair	February 10, 2016- Operations Manager and Office Manager manned a booth at Texas A&M University Liberal Arts Career Fair.
<b>8</b>	Participate in Job Fair	March 22, 2016- KWTX representative manned booth at Texas Association of Broadcaster's Career Expo at San Antonio College. Providing job openings/internship program information for KBTV-Bryan and KWTX-Waco.
<b>7</b>	Event or program sponsored by educational institution relating to broadcasting careers	April 15,2015- National Association of Hispanic Journalist-Sam Houston State is the tour group. Promotions director led station tour consisting of approximately 10 college students.
<b>8</b>	Event or program sponsored by educational institution relating to broadcasting careers	April 20, 2015 - Cub Scout Tour-Promotions director led station tour consisting of approximately 20 children..

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9	Event or program sponsored by educational institution relating to broadcasting careers	May 7, 2015 - Brazos Christian 8 <sup>th</sup> Graders-Science Class; promotions director led station tour consisting of 14 students.
10	Event or program sponsored by educational institution relating to broadcasting careers	May 20, 2015 - Texas A&M Leadership Literacy Through Media, promotions director led station tour consisting of 28 college students
11	Event or program sponsored by educational institution relating to broadcasting careers	June 1, 2015 - 3 <sup>rd</sup> Annual College and Career Day at Navarro Elementary-afternoon/evening news anchor attended on behalf of KBTX
12	Event or program sponsored by educational institution relating to broadcasting careers	June 26, 2015 - Camp Aerofit Grym-promotions director led station tour consisting of 20 children
13	Event or program sponsored by educational institution relating to broadcasting careers	July 6, 2015 - Youth Adventure Program-promotions director led station tour consisting of 8 children.
14	Event or program sponsored by educational institution relating to broadcasting careers	October 6, 2015 - Society of Professional Journalists-15 members of the Society of Professional Journalists toured station, watched the live broadcast and spoke to main anchors who provided tips and advice for a career in journalism. The group was able to ask questions and get first hand insight on the operations of a news team.
15	Event or program sponsored by educational institution relating to broadcasting careers	November 19-20, 2015 - Southwood Valley Elementary School-promotions director led station tour consisting of 2 <sup>nd</sup> graders/80 kids.
16	Event or program sponsored by educational institution relating to broadcasting careers	November 19-20, 2015 - Southwood Valley Elementary School-promotions director led station tour of 2 <sup>nd</sup> graders/80 kids.
17	Event or program sponsored by educational institution relating to broadcasting careers	December 1, 2015 - Calvert High School Journalism Department-promotions director led station tour consisting of 5 students.
18	Event or program sponsored by educational institution relating to broadcasting careers	December 16, 2015 - St. Joseph's Catholic High School Journalism Department-promotions director led a station tour consisting of 8 students
19	Event or program sponsored by educational institution relating to broadcasting careers	February 23, 2016 - Texas A&M Society of Professional Journalists; promotions director led tour consisting of 10 members. Participants watched live newscast and engaged in questions and discussion about the industry with news anchors.