

**KBTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017-March 31, 2018**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Technical Media Producer	1-14; 16, 17; 20-26	16
Multimedia Journalist	1-14-16, 17; 20-26	15
Morning Producer	1-14; 16, 17; 20-26	20
Digital News Supervisor	1-14; 16, 17; 20-26	26
Morning Anchor	1-14; 16, 17; 20-26	17
Multimedia Journalist	1-14; 16, 17; 20-26	16
National Sales Assistant	1-14; 16, 17; 20-26	17

---

**KBTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017-March 31, 2018**

**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	0
2	TV Jobs website www.tvjobs.com	N	1
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, 2017-March 31, 2018**

<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>
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	2
16	Word of mouth referral	N	6
17	KBTX-TV <a href="http://www.kbtv.com">www.kbtv.com</a>	N	9
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 <a href="mailto:hr@gray.tv">hr@gray.tv</a> <i>Source sends postings to other Gray stations.</i>	N	4
21	TAMU Speech Communications Dr. Nancy Street <a href="mailto:n-street@tamu.edu">n-street@tamu.edu</a>	N	0

**KBTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017-March 31, 2018**

<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>
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	1
<b>TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:</b>			23

**KBTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017-March 31, 2018**

**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 21 interns, as follows:</p> <p>During Spring 2017, the station had 5 interns in the news department</p> <ul style="list-style-type: none"> <li>- During Summer 2017, the station had 6 interns – 3 served their internship in the news department and 3 in the weather department.</li> <li>- During Fall 2017, the station had 6 interns – 5 in news and 1 in weather.</li> <li>- During Spring 2018, the station had 4 interns in the news department</li> </ul>
<b>2</b>	Participate in Job Fair	April 12, 2017 - Operations Manager, creative services team and news employees attended/manned a booth at the Helping Youth Prepare for Employment Career Expo.
<b>3</b>	Participate in Job Fair	April 27, 2017 - Operations Manager, creative services, news and production managers/employees manned a booth at Chamber of Commerce Spring Job Fair.
<b>4</b>	Participate in Job Fair	September 20, 2017 – Operations and Office Manager represented station and recruited for interns at the Texas A&M University Fall 2017 Liberal Arts Career Fair.
<b>5</b>	Participate in Job Fair	October 18, 2017-Representatives from news, sales, production, admin departments of KBTX 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 16, 2017- Department managers manned a booth at the Chamber of Commerce Fall Job Fair.
<b>7</b>	Participate in Job Fair	January 31, 2018 – Operations and Office Managers represented station and recruited for interns at the Texas A&M University Spring 2018 Liberal Arts Career Fair.
<b>8</b>	Event or program sponsored by educational institution relating to broadcasting careers	April 20, 2017 - 20 students from Rudder 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**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017-March 31, 2018**

9	Event or program sponsored by educational institution relating to broadcasting careers	May 16, 2017 – 35 students from Fayetteville High School 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	June 1, 2017 – 15 members of the Brazos Classical Academy 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.
12	Event or program sponsored by educational institution relating to broadcasting careers	September 20, 2017 – 13 individuals from St. Joseph Catholic School 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.
13	Event or program sponsored by educational institution relating to broadcasting careers	November 14, 2017 – 16 Texas A&M students 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.
14	Event or program sponsored by educational institution relating to broadcasting careers	November 29, 2017 - 13 adults from Carriage Inn 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.
15	Event or program sponsored by educational institution relating to broadcasting careers	December 13, 2017- Approx 45 adults from the Brazos Valley were given a tour through the control room and news room, and were given in-depth detail about KBTX via station general manager.
16	Event or program sponsored by educational institution relating to broadcasting careers	January 25, 2018 – 15 high school students from Bryan High 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.
17	Event or program sponsored by educational institution relating to broadcasting careers	January 31, 2018- 15 students from Vista College 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.
18	Event or program sponsored by educational institution relating to broadcasting careers	February 9, 2018 - 60 people from the Brazos Valley homeschool group 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.

**KBTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017-March 31, 2018**

19	Event or program sponsored by educational institution relating to broadcasting careers	February 13, 2018 - 20 students from Texas A&M University 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.
20	Event or program sponsored by educational institution relating to broadcasting careers	February 23, 2018 - 22 individuals from St. Joseph Catholic School 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.