

**KBTX-TV, KNXG-LD**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant News Director	1-14; 16, 17; 20-26	20
Meteorologist Fellowship	1-14; 16, 17; 20-26	16
Producer (2)	1-14; 16, 17; 20-26	26,20
Multimedia Journalist (3)	1-14; 16, 17; 20-27	26, 26, 16
Digital Producer	1-14; 16, 17; 20-26	1
Lifestyle Host/Multimedia Journalist	1-14; 16, 17; 20-26	20
Anchor (3)	1-14; 16, 17; 20-26	20, 16, 20
Meteorologist	1-14; 16, 17; 20-26	16
Sports Anchor/Reporter	1-14; 16, 17; 20-26	16
Technical Media Producer (3)	1-14; 16, 17; 20-27	16, 20, 20
Technical Media Producer (3)	1-14; 16, 17; 20-27	27, 20, 20
Technical Media Producer	1-14; 16, 17; 20-27	20
Digital Media Coordinator	1-14; 16, 17; 20-27	26
Local Sales Assistant	1-14; 16, 17; 20-26	26
National Sales Assistant	1-14; 16, 17; 20-26	16
IT/Engineer	1-14; 16, 17; 20-27	20

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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	1
2	TV Jobs website www.tvjobs.com	N	0
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

<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	1
15	Walk-In	N	1
16	Word of mouth referral	N	13
17	KBTX-TV <a href="http://www.kbtv.com">www.kbtv.com</a>	N	0
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	32
21	TAMU Speech Communications Dr. Nancy Street <a href="mailto:n-street@tamu.edu">n-street@tamu.edu</a>	N	0

<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	1
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	15
27	www.handshake.com	N	3
<b>TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:</b>			<b>67</b>

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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 Program	<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 3 interns, as follows:</p> <p>During Fall 2022, the station had 1 intern in the sports department.</p> <p>During Spring 2023, the station had 1 intern in the weather department</p>
<b>2</b>	Participate in Job Fair	<p>April 27, 2022 – Representatives from news, sales, production, admin departments of KBTX participated in the Workforce Solutions Brazos Valley's HYPE (Helping Youth Prepare for Employment) Career Expo. School districts within seven counties visited the station's booth that provided information on careers in media.</p>
<b>3</b>	Participate in Job Fair	<p>June 1, 2022 – Representatives from news, and admin departments of KBTX manned a booth at the Bryan College Station Chamber of Commerce Job Fair. Information on broadcast careers was provided to job seekers.</p>
<b>4</b>	Participate in Job Fair	<p>October 19, 2022 – 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.</p>
<b>5</b>	Participate in Job Fair	<p>February 28, 2023 – Representatives from news, sales, production, admin departments of KBTX participated in the Workforce Solutions Brazos Valley's HYPE (Helping Youth Prepare for Employment) Career Expo. School districts within seven counties visited the station's booth that provided information on careers in media.</p>
<b>6</b>	Event or program sponsored by educational institution relating to broadcasting careers	<p>April 7, 2022 – News Director spoke to students at the University of North Texas about local broadcast journalism.</p>
<b>7</b>	Event or program sponsored by educational institution relating to broadcasting careers	<p>June 21, 2022 – News Director and news team member spoke to the 4H Texas Youth Leadership program about journalism and interview techniques.</p>

<b>8</b>	Event or program sponsored by educational institution relating to broadcasting careers	September 7, 2022 – News Director spoke to a Texas A&M marketing class about local media and community involvement.
<b>9</b>	Event or program sponsored by educational institution relating to broadcasting careers	October 3, 2022 – News team member provided a presentation on the local media’s role to a Social Media and Communications class at Texas A&M University.
<b>10</b>	Event or program sponsored by educational institution relating to broadcasting careers	December 5, 2022 – News team member spoke with a class with Texas A&M Urban Planning about working with broadcast media.
<b>11</b>	Event or program sponsored by educational institution relating to broadcasting careers	February 28, 2023 – News Director spoke with media students at the University of Texas about working in broadcast journalism.
<b>12</b>	Event or program sponsored by educational institution relating to broadcasting careers	March 2, 2023 – News Director spoke with students at the University of Houston’s Student Media Program about working in broadcast journalism.