

KBTX-TV
EEO PUBLIC FILE REPORT
March 22, 2014-March 31, 2015

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-14; 17; 20-25	17
Senior News Producer	1-14; 17; 20-25	2
Anchor/Multimedia Journalist	1-14; 17; 20-25	17
Weekend Anchor/Multimedia Journalist	1-14; 17; 20-25	17
Evening News/Newscast Producer	1-14; 17; 20-25	17
Creative Services Producer	1-14; 17; 20-25	16
Media Coordinator	1-14; 17; 20-25	16
Photojournalist	1-14; 17; 20-25	17
Operations Manager and Community Relations Director	1-14; 17; 20-25	16
Morning Show Anchor/Multimedia Journalist	1-14; 17; 20-25	2
Full Time Evening News Anchor	1-14; 17; 20-25	2
Multimedia Journalist	1-14; 17; 20-25	1
Sales Assistant	1-14; 17; 20-25	16
IT/Engineer	1-14; 17-18; 20-25	17
Creative Services Producer	1-14; 17; 20-25	14

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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	10
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	4
15	Walk-In	N	0
16	Word of mouth referral	N	12
17	KBTX-TV www.kbtv.com	N	23
18	Society of Broadcast Engineers website www.sbe.org	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 n-street@tamu.edu	N	0

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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:			52

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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 23 interns, as follows:</p> <ul style="list-style-type: none"> - During Summer 2014, the station had 9 interns – 3 served their internship in the news department; 4 in weather, 1 in promotions department, and 1 in engineering department. - During Fall 2014, the station had 4 interns – 2 in news, 2 in weather. - During Spring 2015, the station had 4 interns – 3 in news, 1 in sports.
2	Participate in Job Fair	April 16, 2014- Office Manager and Operations Manager manned a booth at the B/CS Chamber Job Fair.
3	Participate in Job Fair	September 24, 2014- Office Manager and Operations Manager manned a booth at the Sam Houston State University Career Fair.
4	Participate in Job Fair	October 22, 2014-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 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	February 18, 2015- Operations Manager and Office Manager manned a booth at Texas A&M University Liberal Arts Career Fair.
6	Participate in Job Fair	March 31, 2015- Operations Manager and Office Manager manned a booth at TAMU Athletics Career Fair.
7	Event or program sponsored by educational institution relating to broadcasting careers	May 1, 2014 – An Audio Video Production Class from the Woodlands High School toured KBTX and interviewed anchors, weather team and internet team about their education and experience. The tour was led by News Operations Manager and Director of Digital Media.
8	Event or program sponsored by educational institution relating to broadcasting careers	July 9, 2014 – A group of 7 th -12 th graders from Youth Adventure Camp at Texas A&M University toured KBTX and interviewed the anchors team about their education and experience. The tour was led by the Operations Manager.
9	Event or program sponsored by educational institution relating to broadcasting careers	August 6, 2014 - A Media Writing class from Texas A&M University toured KBTX and interviewed the anchors and weather team about their education and experience. The tour was led by the Promotions Director.

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10	Event or program sponsored by educational institution relating to broadcasting careers	October 8, 2014 - A yearbook and journalism class from Milano High School toured KBTX and interviewed the anchors, weather team and internet team about their education and experience. The tour was led by the Promotions Director and Operations Manager.
11	Event or program sponsored by educational institution relating to broadcasting careers	November 19, 2014- 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 by the Promotions Director.
12	Event or program sponsored by educational institution relating to broadcasting careers	December 2, 2014 – Bryan College Station Eagle Scouts group toured station and met with Chief Meteorologist on weather systems. and experience.
13	Event or program sponsored by educational institution relating to broadcasting careers	February 18, 2015 - A group with the Sam Houston National Broadcasting Society toured the station during a live broadcast. Tour was led by the Promotions Director
14	Event or program sponsored by educational institution relating to broadcasting careers	March 24, 2015 - A group with the Communication Technology class from Texas A&M University toured KBTX and interviewed the anchors about their education and experience. The tour was led by the Promotions Director.