

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2019-March 31, 2020

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-14; 16, 17; 20-26	17
Multimedia Journalist	1-14-16, 17; 20-26	2
Multimedia Journalist	1-14-16, 17; 20-26	16
Producer	1-14; 16, 17; 20-26	2
Producer	1-14; 16, 17; 20-26	17
Director of Digital Content	1-14; 16, 17; 20-26	24
Sports Anchor	1-14; 16, 17; 20-26	20
Sales Assistant	1-14; 16, 17; 20-26	17
Account Executive	1-14; 16, 17; 20-26	20
Morning Anchor	1-14; 16, 17; 20-26	14

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2019-March 31, 2020

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	3
2	TV Jobs website www.tvjobs.com	N	8
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, 2019-March 31, 2020

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	2
15	Walk-In	N	0
16	Word of mouth referral	N	4
17	KBTX-TV www.kbtv.com	N	13
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	4
21	TAMU Speech Communications Dr. Nancy Street n-street@tamu.edu	N	0

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2019-March 31, 2020

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	2
25	TAMU Agricultural Journalism Dr. Randall Sumpter r-sumpter@tamu.edu	N	0
26	www.indeed.com	N	1
TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:			37

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2019-March 31, 2020

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> <ul style="list-style-type: none"> - During Spring 2019, the station had 4 interns – 3 in the news department and 1 in the weather department. - During Summer 2019, the station had 4 interns – 2 served their internship in the news department, 1 in the weather department and 1 in the sports department. - During Fall 2019, the station had 4 interns – 2 in the news department and 2 in the weather department.
2	Participate in Job Fair	April 17, 2019 - 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	October 16, 2019 - Operations Manager and Office Manager manned a booth at the Sam Houston State University Career & Internship Fair.
4	Participate in Job Fair	October 16, 2019 – Creative Services Director, News Director and Production 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 29, 2020 - Operations Manager and Office Manager manned a booth at the Texas A&M University Spring 2020 Liberal Arts Career Fair.
6	Event or program sponsored by educational institution relating to broadcasting careers	April 15, 2019 – 8 members of the Girl Scout Troup and their parents toured the control room/ newsroom and talked with members of the news team about details in the typical workday of LIVE tv broadcasting.
7	Event or program sponsored by educational institution relating to broadcasting careers	April 30, 2019 – 9 students from the Bremond High School Journalism class were given a tour through the control room/newsroom and talked with members of the news team and meteorology team about details in the typical workday of LIVE tv broadcasting.
8	Event or program sponsored by educational institution relating to broadcasting careers	May 16, 2019 – 5 members of the Texas A&M Financial Management team were given a tour through the control room and newsroom and were provided with details about the typical workday of each position in LIVE tv broadcasting.

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2019-March 31, 2020

9	Event or program sponsored by educational institution relating to broadcasting careers	June 25, 2019 – 25 members of the Cub Scout Pack 62 were given a tour through the control room/newsroom and talked with members of the news team and meteorology team about details in the typical workday of LIVE tv broadcasting.
10	Event or program sponsored by educational institution relating to broadcasting careers	July 1, 2019 – 30 students from the Faith Mission Smart Kids Program were given a tour through the control room and newsroom and discussed requirements for obtaining a job within telecommunications with the news director and news anchors.
11	Event or program sponsored by educational institution relating to broadcasting careers	July 17, 2019 – 12 adults from Mental Health and Mental Retardation of the Brazos Valley were given a tour through the control room/newsroom and talked with members of the news team about details in the typical workday of LIVE tv broadcasting.
12	Event or program sponsored by educational institution relating to broadcasting careers	July 18, 2019 – 25 students from SteppingStone School were given a tour through the control room/newsroom and were provided with detail about the typical workday of each position in LIVE tv broadcasting.
13	Event or program sponsored by educational institution relating to broadcasting careers	September 11, 2019 – 24 students of the Texas A&M communications department a tour through the control room/newsroom and discussed typical workday details of LIVE tv broadcasting with members of the news team.
14	Event or program sponsored by educational institution relating to broadcasting careers	December 12, 2019 – 35 students from Oakwell Academy were given a tour through the control room/newsroom and discussed typical workday details of LIVE tv broadcasting with members of the news team.
15	Event or program sponsored by educational institution relating to broadcasting careers	January 15, 2020 – 42 students from Snook Elementary School were given a tour through the control room/newsroom and were provided with details about the typical workday of each position in LIVE tv broadcasting.
16	Event or program sponsored by educational institution relating to broadcasting careers	January 28, 2020 - 30 students from Burton Elementary School were given a tour through the control room/newsroom and discussed typical workday details of LIVE tv broadcasting with members of the news team including news director, assistant news director and meteorology team.
17	Event or program sponsored by educational institution relating to broadcasting careers	February 17, 2020 – 10 children and their parents from the Bryan/College Station Moms Club were give a tour through the control room/newsroom and were provided with details about the typical workday of each position in LIVE tv broadcasting.