

KBTX-TV, KLNL-LD, KNXF-LD, KNXG-LD**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
LIFESTYLE HOST/REPORTER	2, 5-8, 10-11, 14, 19-21	11
MULTI-MARKET MEDIA CONSULTANT	2, 5-6, 8-10, 14, 20-21	9
NEWSCAST PRODUCER (MORNING)	2, 4, 6-8, 10-11, 14, 20-21	11
LIFESTYLE PRODUCER	6, 8, 11, 14, 20	6
METEOROLOGY FELLOWSHIP	2, 5-8, 10, 14, 20-21	5
SALES SUPPORT/FRONT DESK - KBTX	2-3, 5-8, 10, 15-21, 23	8
TECHNICAL MEDIA PROD. (ASSO) - KBTX	2-3, 6-8, 10, 12-14, 16-21, 23-24	6
TECHNICAL MEDIA PROD. (ASSO) - KBTX	2-3, 6-8, 10, 12-14, 16-21, 23-24	6
TECHNICAL MEDIA PROD. (ASSOC)	2, 5-8, 10, 14, 20-21	6
NEWSCAST PRODUCER (PRIM.)	2-3, 5-8, 10-11, 14, 20-21	3
NEWSCAST PRODUCER (PRIM.) - KBTX	2-3, 6-8, 10-11, 15, 17, 19, 23-24	8
NEWSCAST PRODUCER (PRIM.)	2-3, 6-8, 10, 14, 20-21	8
MULTIMEDIA MARKETING CONSULTANT - KBTX	1-8, 12-14, 19-20, 23-24	5
MULTIMEDIA JOURNALIST (SENIOR) - KBTX	1-3, 6-8, 10-11, 14, 19-20, 23	6
MULTIMEDIA JOURNALIST - KBTX	2-8, 10, 14, 19-20, 23-24	6
SALES SUPPORT/FRONT DESK - KBTX	2, 4-8, 10, 14, 20, 23	5
BUSINESS DEVELOPMENT CONSULTANT - KBTX	2-3, 5-8, 10, 14, 19-20, 22-23	5

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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 Reporting Period
1	Baylor University Career Center Sid Richardson Building 1416 3rd St Waco, Texas 76798 Phone : 254-710-3771 Jeffrey Stubbs Manual Posting	N	0
2	Brazos County NAACP Brazos County Chapter NAACP Bryan, Texas 77803 Phone : 979-402-1095 Email : brazoscountynaacp@gmail.com Ebony Knight	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	3
4	Corporate Recruiter	N	4
5	Employee Referral	N	12
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	38
7	Hispanic Forum of the Bryan College Station PO Box 4690 Bryan, Texas 77805 Phone : 956-280-6828 Email : hispanic.forum.bcs@gmail.com Job Board	N	0
8	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	19
9	Internal Transfer/Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Junction 5-0-5 4410 College Main Bryan, Texas 77801 Phone : 979-846-3670 Email : alice@junction505.org Alice Martin	N	0
11	Linked In - Not Directly Contacted by SEU	N	18
12	Sam Houston State University SHSU Box 2207 Huntsville, Texas 77340 Phone : 936-294-1713 Vinessa Mundorff Manual Posting	N	0
13	Southern Methodist University PO Box 750256 Dallas, Texas 75275 Phone : 214-768-2266 Janet Hopkins Manual Posting	N	0
14	TAB.org 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Job Board Manual Posting	N	0
15	Texas A&M University Career Center John Koldus Building RM 209 College Station, Texas 77843 Phone : 979-862-6708 Email : sbugh@tamu.edu Sarah Bugh	N	0
16	Texas A&M University Department of Agricultural Leadership Education and Communications 264 AGLS Building TAMU College Station, Texas 77843 Phone : 979-458-3389 Email : deborah.dunsford@ag.tamu.edu Deb Dunsford	N	0

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17	Texas A&M University Department of Communication 4234 TAMU College Station, Texas 77843 Phone : 979-862-6968 Email : n-street@tamu.edu Nancy Street	N	0
18	Texas A&M University Mays Business School 4113 TAMU 210 Olsen Blvd. College Station, Texas 77845 Phone : 979-845-4711 Email : s-mcdaniel@tamu.edu Stephen McDaniel	N	0
19	Texas State University Dept of Journalism 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2529 Email : lf04@txstate.edu Laurie Fluker	N	0
20	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Broadcast Employment Manual Posting	N	1
21	University of Southern Mississippi, RTV Dept 112 McLemore Hall 158 College Drive Hattisburg, Mississippi 39406 Phone : 601-266-4153 Email : cpp@usm.edu Job Bank	N	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	1
23	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Zip Recruiter 604 Arizona Ave Santa Monica, California 90401 Phone : 877-252-1062 Job Board Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/13/2023	Participation in events or programs sponsored by educational institutions	News team member served as the guest speaker for the Clinical Assistant Professor of Adult Education and Human Resource Development in the Department of Educational Administration and Human Resource Development in the School of Education and Human Development at Texas A&M University to discuss media matters	1	Evening Anchor/Executive Producer
2	4/20/2023	Provision of training to management	Office Manager/EEO Officer and VP/GM participated in a training on compliance with the FCC's EEO Rules and Regulations provided by our FCC counsel.	2	Office Manager/EEO Officer VP/General Manager
3	4/22/2023	Participation in events sponsored by organizations representing the community	News team member spoke to the 4H Texas Youth Leadership program about journalism and interview techniques.	1	Evening Anchor/Executive Producer
4	5/4/2023	Participation in events or programs sponsored by educational institutions	News Director spoke to students and teachers of the Bryan ISD about careers related to the broadcast industry.	1	News Director
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	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: During Summer of 2023, the station had 2 intern in the news department. During Fall 2023, the station had 1 intern in the news department. During Spring 2024, the station had 1 intern in the weather department.	1	News Director
6	6/21/2023	Participation in events or programs sponsored by educational institutions	Station Chief Meteorologist spoke to students and teachers at College Hills Elementary about their role in the weather department.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/19/2023	Participation in Job Fairs	Representatives from the admin department of KBTX manned a booth at the Texas A&M Fall 2023 Arts and Sciences Career Fair. Information on broadcast careers, current job openings and the internship program were provided to college students that attended the career fair.	2	Office Manager Director of Community Affairs and Special Projects
8	10/11/2023	Participation in Job Fairs	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 8th 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.	4	Director of Community Affairs and Special Projects News Anchor Creative Svc Director Account Executive
9	3/7/2024	Participation in Job Fairs	Representatives from news, and admin departments of KBTX manned a booth at the Davila Junior High Career Fair. The goal of this day is to educate 7th & 8th 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.	3	Director of Community Affairs and Special Projects Asst News Director Anchor/MMJ