

KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2016-March 31, 2017

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Technical Media Producer	1-14; 16, 17; 20-26	16
Assistant Engineer	1-14; 16, 17-18; 20-25	16
Morning Producer	1-14; 17; 20-25	14
Multimedia Journalist Producer	1-14; 17; 20-25	17
Promotions Manager/Editor	1-14; 17; 20-25	17
Assistant News Director	1-14; 16, 17; 20-25	16

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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	4
2	TV Jobs website www.tvjobs.com	N	5
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	1
15	Walk-In	N	0
16	Word of mouth referral	N	3
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 Dottie Boudreau Dottie.Boudreau@gray.tv <i>Source sends postings to other Gray stations.</i>	N	0
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
26	www.indeed.com	N	0
TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:			26

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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 2016, the station had 7 interns – 4 served their internship in the news department; 2 in the weather department and 1 in the promotions department. - During Fall 2016, the station had 5 interns – 3 in news, 1 in weather, and 1 in promotions. - During Spring 2017, the station had 5 interns in the news department
2	Participate in Job Fair	April 7, 2016 - Operations Manager and news employees attended/manned a booth at the Helping Youth Prepare for Employment Career Expo.
3	Participate in Job Fair	April 28, 2016 - Operations Manager, news and production management and employees manned a booth at Chamber of Commerce Spring Job Fair.
4	Participate in Job Fair	October 5, 2016 – Office Manager and Operations Manager manned a booth at the Sam Houston State University Career & Internship Fair.
5	Participate in Job Fair	October 19, 2016-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
6	Participate in Job Fair	November 2, 2016 - Operations Manager, news and production management and employees manned a booth at Chamber of Commerce Fall Job Fair.
7	Event or program sponsored by educational institution relating to broadcasting careers	April 26, 2016- Rudder High School Audio/Video department – 15 high school students were led on a tour of station operations by promotions director.
8	Event or program sponsored by educational institution relating to broadcasting careers	April 29, 2016 – D&S Community Services/Residential – 20 members were led on a tour of station operations by promotions director.
9	Event or program sponsored by educational institution relating to broadcasting careers	May 2, 2016 – Boy Scout Den – 10 members were led on a tour of station operations by promotions director.
10	Event or program sponsored by educational institution relating to broadcasting careers	June 15, 2016 – Down Syndrome Association – 20 members were led on a tour of station operations.
11	Event or program sponsored by educational institution relating to broadcasting careers	July 5, 2016 – Primrose School of College Station – 30 students were led on a tour of station operations by promotions director.

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12	Event or program sponsored by educational institution relating to broadcasting careers	July 15, 2016 – Aerofit Summer Fit Club – 25 members were led on a tour of station operations by promotions director.
13	Event or program sponsored by educational institution relating to broadcasting careers	September 23, 2016 – St. Joseph Catholic School- 35 students were led on a tour of station operations by promotions director.
14	Event or program sponsored by educational institution relating to broadcasting careers	September 28, 2016 - A&M Consolidated High School Career Prep Class – 15 students were led on a tour of station operations by promotions director.
15	Event or program sponsored by educational institution relating to broadcasting careers	October 5, 2016- College Station High School Career Prep Class – 10 students were led on a tour of station operations by promotions director.
16	Event or program sponsored by educational institution relating to broadcasting careers	November 3, 2016 – Texas A&M Telecommunication Media Association – 10 college students were led on a tour of station operations by promotions director.
17	Event or program sponsored by educational institution relating to broadcasting careers	November 17-18, 2016- Southwood Valley Elementary School - Approximately 90 elementary school students were led on tours of station operations over a 2 day period by promotions department staff.
18	Event or program sponsored by educational institution relating to broadcasting careers	December 8, 2016- North Zulch Middle School – 17 seventh grade students were led on a tour of the weather department and operations by station’s meteorologist and promotions director.
19	Event or program sponsored by educational institution relating to broadcasting careers	February 23, 2017 - American Heritage Girls Troup 1860 – 20 members were led on a tour of stations operations by our promotions director.
20	Event or program sponsored by educational institution relating to broadcasting careers	March 14, 2017 - Madison County Girl Scouts – 25 members were led on a tour of stations operations by our promotions director.
21	EEO Training	March 23, 2017 – our Office Manager/EEO Officer participated in a training on compliance with the FCC’s EEO Rules and Regulations provided by our FCC counsel.