

**KBVO, KBVO-CD, KHPB-CA, KHPF-CA, KHPL-CA, KHPM-CA, KHPX-CA,  
KHPZ-CA, KNVA, KXAN**

**EEO PUBLIC FILE REPORT**

**April 1, 2015 - March 23, 2016**

**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>
Executive Producer	1-2, 6-7, 10, 12, 14, 16-19, 21-23, 27-31, 33	33
Promotions Coordinator	1-2, 6-7, 10-11, 13, 16, 18-19, 21-23, 27-31, 33	13
Sales Assistant	2-3, 6-7, 10, 16, 18-19, 21-23, 25-31, 33	19
Digital Account Coordinator	2-3, 6-7, 10-11, 16, 18-19, 21-23, 25, 27-33	11
Assignment Manager	2, 6-7, 10-11, 14, 16, 19, 21-23, 27-31, 33	11
Assignment Editor	2, 6-7, 10-11, 14, 16, 19, 21-23, 26-31, 33	19
General Assignment Reporter	2-3, 6-7, 10-11, 14, 16, 18-19, 21-23, 27-33	11
Sports Anchor/Reporter	2-3, 6-7, 10, 14, 16, 19, 21-23, 27-31, 33	33
Creative Services Director	1, 4-7, 10-11, 14, 16-19, 23-24, 27-31, 33-34	11
Morning News Anchor	3, 6-7, 9-10, 14, 16, 19, 22-23, 27-31, 33	9
Multiplatform Journalist	3, 6-7, 10, 14, 16-17, 19, 22-23, 27-31, 33	33
Broadcast Engineer	3, 6-7, 10-11, 16, 18-19, 22-23, 26-35	11
Senior Account Executive	2-3, 6-7, 10, 12, 15-16, 18-19, 22-23, 25, 27-34	29
Senior Account Executive	2-3, 6-7, 10, 12, 15-16, 18-19, 22-23, 25, 27-34	12
Comedy Show Correspondent	3, 6-7, 10-12, 14-16, 19, 23, 27, 29-34	33
Comedy Show Correspondent	3, 6-7, 10-12, 14-16, 19, 23, 27, 29-34	33
Editor/Photographer	3, 6, 8, 10-11, 15-16, 19, 23, 27-34	11
Content Producer	1, 3, 6-7, 10, 14, 16-19, 23, 27-34	19
Content Producer	1, 3, 6-7, 10, 14, 16-19, 23, 27-34	19
Photojournalist	3, 6-8, 10, 14, 16-20, 23, 27-31, 33-34	20
Brand Manager	1, 3-7, 10, 14, 16, 19, 23-24, 27-31, 33-34	33
Senior Account Executive	2-7, 10, 16, 19, 23, 25, 27, 29-34	16
Senior Account Executive	2-7, 10, 16, 19, 23, 25, 27, 29-34	19

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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 Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	2
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : <a href="http://www.awmaustin.org">http://www.awmaustin.org</a> Email : <a href="mailto:career@awmaustin.org">career@awmaustin.org</a> Beth Bobbit	N	3
3	Austin Area Urban League 1825 E. 38 & 1/2 Street Austin, Texas 78722 Phone : 512) 478-7176 Url : <a href="http://www.aaul.org">http://www.aaul.org</a> Email : <a href="mailto:debra_slider@aaul.org">debra_slider@aaul.org</a> Fax : 1-512-478-1239 Debra Slider	N	0
4	Austin Asian American Chamber of Commerce 10901 North Lamar Blvd. Suite B206 Austin, Texas 78758 Phone : (512) 407-8240 Email : <a href="mailto:exec.admin@austinasianchamber.org">exec.admin@austinasianchamber.org</a> Fax : 1-512-407-8240 Marina Bhargava	N	0
5	Austin Film Society 1901 East 51st Street Austin, Texas 78723 Phone : 512.322.0145 Email : <a href="mailto:afs@austinfilm.org">afs@austinfilm.org</a> Rebecca Campbell	N	0
6	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0

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7	Austin School of Film 1634 East Ceasar Chavez Stret Austin, Texas 78703 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
8	B-Roll Net 1623 D St. NE Washington, District of Columbia 20002 Phone : (202) 470-5396 Url : <a href="http://www.b-roll.net">http://www.b-roll.net</a> Email : <a href="mailto:kev@b-roll.net">kev@b-roll.net</a> Kevin Johnson	N	5
9	Broadcast Image Group 200 East Grayson, Suite 116 San Antonio, Texas 78215 Phone : 210.828.6664 Url : <a href="http://broadcastimage.com">broadcastimage.com</a> Stephanie Rickel Manual Posting	N	4
10	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : <a href="http://www.concordia.edu">http://www.concordia.edu</a> Email : <a href="mailto:joyce.sinclair@concordia.edu">joyce.sinclair@concordia.edu</a> Joyce Sinclaire	N	0
11	Current Employee	N	11
12	Employee Referral	N	4
13	Former Intern	N	1
14	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:bfrye@magid.com">bfrye@magid.com</a> Fax : 1-319-377-5861 Barbara Frye	N	0

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15	Hire Heroes USA 400 Overlook Business Park 1360 Union Hill Road, Bldg. 2, Suite A Alpharetta, Georgia 30041 Phone : 866.915.4376 Url : <a href="http://hhusa.searchease.com/">http://hhusa.searchease.com/</a> Melissa Conner Manual Posting	N	0
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	7
17	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : <a href="http://ire.org">ire.org</a> Email : <a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a> Mark Horvit	N	0
18	ITT Tech 6330 Hwy 290 E. Austin, Texas 78723 Phone : (512) 467-6800 Url : <a href="http://www.itt-tech.edu/campus/school.cfm?lloc_num">http://www.itt-tech.edu/campus/school.cfm?lloc_num</a> Fax : 1-512-467-6677 S, Pandya	N	0
19	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : <a href="http://www.kxan.com">http://www.kxan.com</a> Email : <a href="mailto:rachel.steading@kxan.com">rachel.steading@kxan.com</a> Rachel Steading	N	18
20	Linked In	N	1

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21	Media General 333 E. Franklin Street Richmond, Virginia 23219 Phone : 512-476-3636 Url : <a href="http://mediageneral.com/careers/index.htm">http://mediageneral.com/careers/index.htm</a> Email : <a href="mailto:rachel.steading@kxan.com">rachel.steading@kxan.com</a> Rachel Steading	N	1
22	Media Post Publications 1140 Broadway 4th Floor New York, New York 10001 Phone : 212-204-2000 Url : <a href="http://www.mediapost.com">http://www.mediapost.com</a> Fax : 1-212-204-2038 Kenneth Fadner	N	0
23	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
24	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Fax : 1-301-314-1714 Daryl Matthews	N	0
25	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : <a href="http://www.nsnaustin.org">http://www.nsnaustin.org</a> Email : <a href="mailto:connect@nsnaustin.org">connect@nsnaustin.org</a> Antoine Johnson	N	0

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26	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:mclappe@sbe.org">mclappe@sbe.org</a> John Poray	N	0
27	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southwestern.edu">http://www.southwestern.edu</a> Fax : 1-512-863-5788 Gerald Brody	N	0
28	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="http://www.stedwards.edu">http://www.stedwards.edu</a> Fax : 1-512-448-8549 Barbara Henderson	N	0
29	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.TAB.org">http://www.TAB.org</a> Email : <a href="mailto:craig@tab.org">craig@tab.org</a> Fax : 1-512-322-0522 Craig Bean	N	9
30	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Fax : 1-512-245-3993 Karen Julian	N	1

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31	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Fax : 1-512-223-5463 Allen Miller	N	0
32	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Email : <a href="mailto:hirealonghorn@austin.utexas.edu">hirealonghorn@austin.utexas.edu</a> Matt Berndt	N	0
33	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	28
34	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : <a href="mailto:janet.arnold@unitedwaycapitalarea.org">janet.arnold@unitedwaycapitalarea.org</a> Janet Arnold	N	0
35	Walk In/Self-Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>96</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2015	Establishment of training programs for station personnel	<p>Training Program</p> <p>The station maintains a Training Program. Training sessions is available for station personnel to increase their skills and knowledge. Training is conducted to enhance job performance and assist in career growth. Training topics included Covering the Texas Legislature for news reporters, photographers, and producers; Avid editing skills and techniques for news and promotions personnel; better interviewing skills for investigative news interviews; how to utilize digital search engine optimization tools, how to better construct a news story online; methods for creating better on-air graphics, developing management skills, and enhancing sales techniques.</p>	50	<p>Direstor of Sales</p> <p>Digital Sales Director</p> <p>News Director</p> <p>Investigative Reporter</p>
2	4/1/2015	Establishment of an intern program designed to assist members of the community	<p>Intern Program</p> <p>The Internship Program is open to college juniors and seniors in our community pursuing a degree in a broadcast or digital media related field. The Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment. The program provides college students a hands-on learning experience in their degree plan. Students receive college credit for their participation.</p> <p>Three separate internship sessions are conducted per year, during the fall and spring school semesters. Approximately twenty students have participated in the program from April 1, 2014 to March 30, 2015. Colleges participating included The University of Texas, Texas State University, St. Edwards University, and Austin Community College.</p>	14	<p>Executive Producer</p> <p>Chief Photographer</p> <p>General Manager</p> <p>Production Manager</p>

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3	6/1/2015	Participation in scholarship programs	Emma Bowen Foundation Partnership The Emma Bowen Foundation partners with KXAN/Media General (along with other media organizations) to provide minority high school seniors and college students, interested in pursuing a career in media, multi-year paid internships throughout the duration of their undergraduate career. At the end of each summer internship round, the company matches each student's gross income earned, dollar for dollar, to the EBF. The foundation will then deposit the funds into the student's scholarship fund account.	4	General Manager Creative Services Director Business Administrator Sr Promo Producer
4	10/14/2015	Participation in events or programs sponsored by educational institutions	University of Texas College of Communication Internship & Job Fair Current employment unit job openings were presented at this college job fair. Station personnel met candidates and discussed internship and employment opportunities.	2	Assistant News Director News Room Administrative Coordinator
5	1/27/2016	Participation in events or programs sponsored by educational institutions	Northwestern University Job Fair College of communications job fair	2	News Director HR Manager