

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 4/01/08 to 3/31/09.

1) Employment Unit: KTVT (CBS Stations Group of Texas LP); KTXA (Television Station KTXA LP)

2) Unit Members (Stations and Communities of License): KTVT CBS 11 / KTXA 21

3) EEO Contact Information for Unit Member:

Mailing Address: 5233 Bridge Street Fort Worth, TX 76103	Telephone Number: (817) 451-1111
	Contact Person: Vonne Velez
	E-mail Address: Vonnev@ktvt.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. New Business Account Executive
2. KTXA Sales Assistant
3. Traffic Coordinator
4. FW New Business Development Manager
5. Executive Producer
6. New Business Account Executive
7. Digital Sales Manager
8. KTXA Local Sales Manager
9. Director of Client Service Production
10. New Business Account Executive
11. New Business Account Executive

(Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

5) Job Title: New Business Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: KTXA Sales Assistant

Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: Traffic Coordinator

Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@qdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: **FW New Business Development Manager**

Referral Source(s) of Hiree(s): **Internal Posting**

No external posting conducted.

5) Job Title: Executive Producer

Referral Source(s) of Hiree(s): Current Employee Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: New Business Account Executive

Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: Digital Sales Manager

No external posting conducted.

Referral Source(s) of Hiree(s): Internal Transfer

5) Job Title: KTXA Local Sales Manager

Referral Source(s) of Hiree(s): Employee Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Arlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: **Director of Production**

No external posting conducted.

Referral Source(s) of Hiree(s): **Internal Posting**

5) Job Title: Assistant Production Director

Referral Source(s) of Hiree(s): Employee Promotion

No external posting conducted.

5) Job Title: Director, Client Service Production

Referral Source(s) of Hiree(s): Previous Employee Rehire

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
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Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

5) Job Title: New Business Account Executive (2)

Referral Source(s) of Hiree(s): Industry Referral and current employee referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@qdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510		Yes
Denton Black CoC		940.347.3252	940.382.9695		No
Fort Worth Metropolitan Black CoC			817.332.6438		No
Heart of Texas Black CoC		817.756.0933	254.412.0988		No
Best Southwest CoC		972.780.4999	972.293.9024		No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600		No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601		Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499		No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456		No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhcc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Grand Prairie Hispanic CoC			972.642.4116		No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417		No
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687		Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
KTVT/KTXA Web Site	N/A		N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485		No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378		Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694		Yes

6) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the preceding year.

	<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1)	██████████	<u>Industry Referral</u>
(2)	██████████	<u>Industry Referral</u>
(3)	██████████	<u>Industry Referral</u>
(4)	██████████	<u>Internal Posting</u>
(5)	██████████	<u>Current Employee Referral</u>
(6)	██████████	<u>Industry Referral</u>
(7)	██████████	<u>Internal Transfer</u>
(8)	██████████	<u>Current Employee Referral</u>
(9)	██████████	<u>Internal Posting</u>
(10)	██████████	<u>Internal Promotion</u>
(11)	██████████	<u>Previous Employee Rehire</u>
(12)	██████████	<u>Industry Referral</u>
(13)	██████████	<u>Current Employee Referral</u>

(Check here if additional Hirees are listed on an attached sheet, using identical format.)

7) Total # of Interviewees Referred by Each Source: For the period from 4/01/08 to 3/31/09, this Employment Unit interviewed 43 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Agent</u>	<u>0</u>
(2) <u>BCFM</u>	<u>0</u>
(3) <u>CBS Television Station Group</u>	<u>1</u>
(4) <u>Current Employee Referral</u>	<u>4</u>
(5) <u>Former Employee</u>	<u>2</u>
(6) <u>Graeme Newell's Marketing Ideanet Newsletter</u>	<u>0</u>
(7) <u>Industry Referral</u>	<u>5</u>
(8) <u>Internal Posting</u>	<u>8</u>
(9) <u>KTVT/KTXA Website</u>	<u>23</u>
(10) <u>Talent Dynamics</u>	<u>0</u>
(11) <u>TVJOBS.com Website</u>	<u>0</u>
(12) <u>TWC Website</u>	<u>0</u>

(Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) Job Fairs. (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
"Survive in '09" free video resume fair for viewers of KTVT and KTXA in Fort Worth office. Resumes were then posted online for prospective employers (including stations) to review.	March 5 th – Fort Worth location	Lori Conrad, Director of Communication; Chris Best, Managing Editor (KTXA)
"Survive in '09" free video resume fair for viewers of KTVT and KTXA in Dallas office. Resumes were then posted online for prospective employers (including stations) to review.	March 5 th – Dallas location	Lori Conrad, Director of Communication; Chris Best, Managing Editor (KTXA)

(b) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Darius Hopkins Southwestern College Senior Sports Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
2. Theresa Nelson SMU Junior Anchor/Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
3. Patrick Gregg Fielder SMU Senior Investigative Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
4. E'rissha Curry UT Commerce Junior Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
5. Natalie Brown Stephens SMU Junior Reporter	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
6. Marcella Young University of Oklahoma Junior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
7. Emily Blanding University of Oklahoma Junior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
8. Hope Ekwue UTA Junior Producer	May 2008 To August 2008	Denise Bunkley Community Affairs News Department

9. Devynn Drolet UTA Junior Producer	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
10. Jacob Bonnaber University of Alabama Junior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
11. Christy Vutam SMU Senior Undecided	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
12. Yusi Cheng TCU Senior Producer	May 2008 To August 2008	Denise Bunkley Community Affairs News Department
13. Tristal Neal Mississippi State University Junior Anchor/Reporter	July 2008 To August 2008	Denise Bunkley Community Affairs News Department
14. Jeff Perry Mississippi State University Senior Meteorology	May 2008 To August 2008	Garry Seith Chief Meteorologist KTXA News Department
15. Casey Phillips University of Missouri Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
16. Kacee McCulley Northwestern Oklahoma State University Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
17. Kacie McMahon Texas A&M University Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
18. Justin Woodard Jesuit Spring Hill College Junior Sports	May 2008 To August 2008	Dandy Killeen Executive Sports Producer News Department
19. Andy Burrell TCU Senior Sports	January 2009 To May 2009	Dandy Killeen Executive Sports Producer News Department
20. Matt Smith UNT Senior Sports	January 2009 To May 2009	Dandy Killeen Executive Sports Producer News Department
21. Kacie McMahon Texas A&M Senior Sports	January 2009 To May 2009	Dandy Killeen Executive Sports Producer News Department

(c) Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Mesquite HS Student Government Day	4/11/08	Tracy Kornet, Anchor
2. Fifth Annual Education Hall of Fame Induction Ceremony	4/12/05	Steve Pickett, Reporter
3. Celebrity Speaker, Temple Christian School	4/18/08	Jeff Jamison, Meteorologist
4. Panel of successful journalists – sponsored by SMU Journalism Department	4/29/08	Tracy Rowlett, Anchor
5. Summer reading program, Summerglens Library	7/17/08	Garry Seith, Meteorologist
6. FW Central Library summer reading program	7/17/08	Garry Seith, Meteorologist
7. Guest speaker in PR class at UTA	11/11/08	Tracy Kornet, Anchor
8. Guest Speaker for Video Technology Program at Southwest HS	1/26/09	Joel Thomas, Reporter
9. Guest Speaker at UTD Media Class	2/11/09	Stephanie Lucero, Reporter
10. Guest Speaker at UTD Leadership Conference	2/20/09	Tracy Kornet, Anchor
11. Guest Speaker at Federal TRIO program event sponsored by UTA	2/21/09	Stephanie Lucero, Reporter
12. Guest Speakers at Berkner HS	3/6/09	Jeff Jamison, Meteorologist; Scott Sams, Anchor

(d) Training Management Personnel. (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Distribution of the 2008 version of the CBS Business Conduct Statement, which summarized the most important policies and rules that apply to CBS and its employees, including Equal Employment Opportunity and Harassment-Free Workplace Environment; ongoing	All Employees	Reading material, which required an Employee and Director Certification form to be completed and returned to Human Resources by all Full-Time employees
2. All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (also found in the HR Policy Manual) which all employees receive at the time of their hire; Ongoing	All Employees	Reading material to provide awareness to all newly hired employees and managers of the EEO, Non-Discrimination, and Anti-Harassment policies

3. On-line distribution of Eye on Ethics training modules: (1) On-Line Business Conduct Statement; (2) E-Mail: Think Before You Click Vignette (3) Preventing Harassment: Employee Respect. This is ongoing.	All Employees	Internet driven training session with reading modules, Q&A and evaluation test. Passing grade is mandatory for continued employment.
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