

**KWTX-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 to March 24, 2017**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1,2,3,4,8,9,11,15,20,22,25,31,32,40,41,43,44	1
Sales Assistant	1,2,3,4,8,9,11,15,20,22,25,31,32,40,41,43,44	44
Engineer	1,2,3,4,8,9,10,11,15,20,22,23,25,27,31,32,40,41,43	1
Reporter/MMJ	1,2,3,4,8,9,11,20,22,24,25	1
Meteorologist	1,2,3,4,8,9,11,20,22,24,25	1
News Photographer	1,2,3,4,8,9,11,20,22,24,25	1
Anchor/Producer	1,2,3,4,8,9,11,20,22,24,25	4
Reporter/MMJ	1,2,3,4,7,8,9,11,20,22,24,25	7
Reporter/MMJ	1,2,3,4,8,9,11,20,22,24,25	2
Reporter/MMJ	1,2,3,4,8,9,11,20,22,24,25	1
Morning Producer	1,2,3,4,8,9,11,20,22,24,25	1
Associate Producer	1,2,3,4,8,9,11,20,22,24,25	1
Sports Reporter	1,2,3,4,7,8,9,11,20,22,24,25	7

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**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 12-month period</b>
1	www.kwtx.com (station website)	N	21
2	TV Jobs.com Mark Holloway P.O. Box 4116 Oceanside, CA 92025 760-754-8177	N	5
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073	N	
4	Gray Television Station Group WSAW-TV Jane Ploeger 1114 Grand Avenue Wausau, WI 54403 715-845-4211 jplieger@wsaw.com <i>Source sends postings to other Gray stations.</i>	N	1
5	Internal Posting / Candidate	N	2
6	Walk Ins / Mail Ins / Unsolicited	N	
7	Word of Mouth Referrals	N	10
8	Texas Association of Broadcasters Craig Bean 502 E. 11 <sup>th</sup> St. Suite 200 Austin, TX 78701 512-322-9944	N	
9	Heart of Texas Workforce Commission 1416 New Road Waco, TX 76711-1335 254-754-5421	N	1
10	Texas State Technical College – Waco Robert Gordon/Anthony Taylor 3801 Campus Drive Waco, TX, 76705 254-867-2067	N	

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11	Baylor University Career Placement Temple Walker 1 Bear Place, Box 97036 Waco, TX 76706 254-710-3771	N	
12	www.monster.com	N	
13	www.shoptalk.com	N	
14	Station Internship	N	
15	Job Fairs	N	1
16	Former Employee	N	
17	NAB Career Center Karen L. Hunter 1771 N. Street N.W. Washington, D.C. 20036 202-429-5497	N	
18	Association For Women In Communications 780 Ritchie Highway, Suite 28-S Marinee Mones Severna Park, MD 21146 703-370-7436  www.womcom.org	N	
19	Unknown (Interviewee did not adequately identify source)	N	
20	Texas A&M University <a href="mailto:ddunsford@tamu.edu">ddunsford@tamu.edu</a>	N	
21	Waco Tribune Humberto Reveles 254-757-5869 Fax: 254-757-5866 <a href="mailto:hreveles@wacotrib.com">hreveles@wacotrib.com</a>	N	
22	Media Match 323-932-7885 Media-Match.com	N	
23	On Air Advertisement KWTX, NWTX	N	

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24	Collective Talent 1721 Richardson Place Tampa, FL 33606 813-254-9695 info@michaelsmedia.com CollectiveTalent.com (Reporter and On-Air Jobs ONLY)	Y	
25	University of North Texas Placement Coordinator P.O. Box 310589 Denton, TX 76203 940-565-2537 Fax: 940-369-7838 NTTV@UNT.edu	Y	
26	National Association of Hispanic Journalist 1000 National Press Building Washington, DC 20045 202-662-7145 Fax: 202-662-7144 jobbank@nhj.org	N	
27	Central Texas College Max Rudolph Max.Rudolph@knct.org 254-526-1199	N	
28	Intentionally left blank		
29	Mississippi State University 662-325-3915 Fax: 662-325-9423 kchewe@geosci.mstate.edu renny@geosci.mstate.edu	N	
31	Indeed.com Posted on website	N	5
32	Texas Tech University Career Center Careercenter.ttu.edu 806-742-2011	N	

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33	Craigslist Craigslist.org	N	
34	Advertising Crossing <a href="http://www.advertisingcrossing.com/lcpostnowjob.php">http://www.advertisingcrossing.com/lcpostnowjob.php</a> <a href="mailto:jobs@advertisingcrossing.com">jobs@advertisingcrossing.com</a>	N	
35	Division for Blind Services 801 Austin Ave, Suite 710 Waco, TX 76710 254-753-1552 Laura Lupfer <a href="mailto:laura.lupfer@dars.state.tx.us">laura.lupfer@dars.state.tx.us</a> Budge Kimbell <a href="mailto:budge.kimbell@dars.state.tx.us">budge.kimbell@dars.state.tx.us</a>	N	
36	Spots-n-Dots	N	
37	Dallas Producers Association Rebecca Preston <a href="http://www.dallasproducers.org">www.dallasproducers.org</a> <a href="mailto:info@dallasproducers.org">info@dallasproducers.org</a>	N	
38	Texas Workforce Commission <a href="http://www.twc.state.tx.us/">http://www.twc.state.tx.us/</a>	N	
39	Brazos County NAACP Ann Boney, President <a href="mailto:a-boney@tamu.edu">a-boney@tamu.edu</a>	N	
40	Sam Houston State Debbi Hatton <a href="mailto:Hatton@shsu.edu">Hatton@shsu.edu</a>	N	
41	Texas State Univ Dept. Lauri Fluker <a href="mailto:Lf04@txstate.edu">Lf04@txstate.edu</a>	N	
42	Hispanic Forum Joseph Jody Rodriquez; Marci Ramierez <a href="mailto:Hispanic.forum.bcs@gmail.com">Hispanic.forum.bcs@gmail.com</a>	N	
43	Southern Methodist University Janet Hopkins <a href="mailto:jhopkins@smu.edu">jhopkins@smu.edu</a>	N	
44	Linked-In <a href="http://www.linkedin.com">www.linkedin.com</a>	N	3

**TOTAL INTERVIEWS OVER 12 MONTH PERIOD: 49**

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Establish an Internship program designed to assist members of the community to acquire skills needed for broadcast employment.	<p>Students from the surrounding universities and colleges are given an opportunity to work and learn careers in broadcasting. During the reporting period, the station had 6 interns, as follows:</p> <p>Summer 2016 - 2</p> <p>Fall 2016 – 2</p> <p>Spring 2017 – 2</p>

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
2	Participate in events or program sponsored by educational institution relating career opportunities in broadcasting.	<p>On April 11, 2016, 20 high school students from Teen Leadership Waco came to the station for a tour and discussion about career opportunities in broadcasting, including educational paths to reach their goals.</p> <p>On April 13, 2016, 25 high school video students from Temple High School came to the station for a tour and discussion about career opportunities in broadcasting, including educational paths to reach their goals.</p> <p>On April 26, 2016, 24 high school students from the LEAD program sponsored by the Waco Chamber of Commerce came to the station for a tour and discussion about career opportunities in broadcasting, including educational paths to reach their goals.</p> <p>On May 17, 2016, the station co-hosted the YES! Expo in Waco. KWTX is one of the Founding Partners of this event. KWTX EEO Officer and KWTX Special Projects Director attend monthly planning meetings for this event beginning in January and actively participate in hosting this event. More than 2,100 students from 6 counties learned about career opportunities from booths set up at the Extraco Events Center. Over 125 exhibitors had booths and hands-on exhibits to demonstrate the many career opportunities available to young people in Central Texas.</p> <p>On May 23, 2016, students from the Midway High School Advanced Journalism Class attended the station for a tour and class on careers in journalism.</p> <p>On June 21, 2016, the KWTX General Sales Manager spoke to a group of 12 Baylor University Students about marketing and job opportunities at the station.</p>

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<p>broadcasting. (CONTINUED FROM PREVIOUS PAGE)</p>	<p>Students about marketing and job opportunities at the station.</p> <p>On November 8, 2016, 18 students from the La Vega High School Journalism Class visited with reporters and toured the News Room. They learned about career opportunities in broadcasting, including educational paths to reach their goals.</p> <p>On November 12, 2016, KWTX hosted the Central Texas Girl Scout Emerging Leader Project. High School Girl Scouts attended the event which featured professionals from local newspapers, radio stations, and KWTX in a round robin style of panel discussions about careers in journalism and media.</p> <p>On October 5, 2016, KWTX Morning Anchor spoke to 4 Baylor University Classes about working in the media.</p> <p>On February 15<sup>th</sup>, 2017, KWTX Special Projects Director attended the Killeen ISD College and Career Expo. This event took place at the Texas A&amp;M University-Central Texas campus and included 8<sup>th</sup> grade students from the Killeen school district. Students were able to visit with representatives from businesses about educational paths and opportunities for careers in many different categories.</p>
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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>3</b>	Participate in job fairs.	<p>On April 14, 2016, the EEO Officer attended the Work in Waco Job Fair. This job fair was a collaborative effort among Baylor University, McLennan Community College, Texas State Technical Institute, University Center at MCC, Workforce Solutions for the Heart of Texas, and the Greater Waco Chamber.</p> <p>On October 6, 2016, the EEO Officer attended the Greater Waco Career Fair at the Waco Convention Center. More than 80 job seekers attended.</p> <p>On November 10, 2016, the EEO Officer attended the Red, White, and You Job fair sponsored by HOT Workforce Solutions. This job fair was open to the public but focused on veterans in search of jobs.</p> <p>On January 31, 2017, the EEO Officer attended the Baylor University "Hire A Bear" job fair. Current, soon to graduate and recently graduated students attended.</p>
<b>4</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>On January 17, 2017, the EEO officer met with KWTX Department Heads to discuss the new Gray Television Recruiting system, People Matter. Also discussed was the importance of continuing to comply with EEO rules and regulations.</p> <p>On March 23, 2017, the EEO officer] participated in a training webinar on the FCC's EEO Rules and Regulations provided by our FCC Counsel.</p>