

KWTX-TV / KNCT-TV
EEO PUBLIC FILE REPORT
April 1, 2022 to March 31, 2023

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1,2,4,5,7,8,9,10,11,20,25,27,28,31,32,40, 41, 43,44,45,46,47,48,49,50	7
Account Executive – Killeen (3)	1,2,4,5,7,8,9,10,11,20,25,27,28,31,32,40, 41, 43,44,45,46,47,48,49,50	31, 31, 7
Account Executive - Waco	1,2,4,5,8,9,10,11,20,25,27,28,31,32,40, 41, 43,44,45,46,47,48,49,50	31
Local Sales Manager	1,2,4,5,8,9,10,11,20,25,27,28,31,32,40, 41, 43,44,45,46,47,48,49,50	4
Creative Services Editor (2)	1,2,4,5,8,9,10,11,20,25,27,31,32,40, 41, 43,44,45,46,47,48,49,50	31, 5
Technical Media Producer	1,2,4,5,8,9,10,11,20,25,27,31,32,40, 41, 43,44,45,46,47,48,49,50	4
Meteorologist	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	4
Sports Anchor/Multimedia Journalist	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	5
Multimedia Journalist (6)	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	4, 4, 4, 4, 4, 5
News Producer (2)	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	4, 4
News Producer/Reporter	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	31
Supervisor – Videography	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	4
Videographer	1,2,4,5,7,8,9,10,11,20,25,27,31,40, 41,43,44,45,46,47,48,49,50	4
Producer-Dig News/Ott Host	1,2,4,5,7,8,9,10,11,20,22,25,27,31,32, 40,41,43,45,46,47,48,49,50	4

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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	www.kwtv.com (station website)	N	4
2	TV Jobs.com tvjobs.com	N	
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073	N	
4	Gray Television Station Group https://gray.tv/careers#currentopenings	N	13
5	Internal Posting / Candidate	N	3
6	Walk Ins / Mail Ins / Unsolicited	N	
7	Word of Mouth Referrals	N	1
8	Texas Association of Broadcasters tab.org	N	
9	Heart of Texas Workforce Commission 1416 New Road Waco, TX 76711-1335 254-754-5421 Berenice.gonzalez@hotworkforce.com	N	
10	Texas State Technical College – Waco kacey.darnell@tstc.edu 3801 Campus Drive Waco, TX, 76705 254-867-2067	N	
11	Baylor University Career Center https://app.joinhandshake.com/	N	
12	www.monster.com	N	
13	www.shoptalk.com	N	
14	Station Internship	N	
15	Job Fairs / Recruiting Fairs	N	5
16	Former Employee	N	

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17	NAB Broadcast Career Link 1771 N. Street N.W. Washington, D.C. 20036. 202-429-5497 https://jobs.broadcastcareerlink.com/employer/post/	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 https://tamu-csm.symplicity.com	N	
21	Waco Tribune Humberto Reveles 254-757-5869 Fax: 254-757-5866 hreveles@wacotrib.com	N	
22	Media Match 323-932-7885 Media-Match.com	N	
23	On Air Advertisement KWTX, KNCT	N	
24	Collective Talent 1721 Richardson Place Tampa, FL 33606 813-254-9695 info@michaelsmedia.com CollectiveTalent.com (Reporter and On-Air Jobs ONLY)	N	
25	University of North Texas Placement Coordinator P.O. Box 310589 Denton, TX 76203 940-565-2537 rtvf@unt.edu https://app.joinhandshake.com	Y	6
26	National Association of Hispanic Journalist 1000 National Press Building Washington, DC 20045 202-662-7145 Fax: 202-662-7144 jobbank@nahj.org	N	
27	Central Texas College Career Center Career.center@ctcd.edu 254-526-1200	N	

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28	Zip Recruiter – www.ziprecruiter.com	N	
29	Mississippi State University 662-325-3344 lneal@career.msstate.edu	N	
31	Indeed.com Posted on website by Gray Television	N	24
32	Texas Tech University Career Center Careercenter.ttu.edu 806-742-2011 Lewis.snell@ttu.edu	N	
33	Craigslist Craigslist.org	N	
34	Advertising Crossing http://www.advertisingcrossing.com/lcpostnowjob.php jobs@advertisingcrossing.com	N	
35	Division for Blind Services 801 Austin Ave, Suite 710 Waco, TX 76710 254-753-1552 Laura Lupfer laura.lupfer@dars.state.tx.us Budge Kimbell budge.kimbell@dars.state.tx.us	N	
36	Spots-n-Dots	N	
37	Dallas Producers Association Rebecca Preston www.dallasproducers.org info@dallasproducers.org	N	
38	Texas Workforce Commission http://www.twc.state.tx.us/	N	
39	Brazos County NAACP Ebony Knight, President brazoscountynaacp@gmail.com	N	
40	Sam Houston State University Vinessa Mundorff https://app.joinhandshake.com	N	
41	Texas State University Lauri Fluker Lf04@txstate.edu https://app.joinhandshake.com	N	
42	Hispanic Forum Joseph Jody Rodriguez; Marci Ramirez Hispanic.forum.bcs@gmail.com	N	
43	Southern Methodist University Janet Hopkins jhopkins@smu.edu https://app.joinhandshake.com	N	
44	Linked-In www.linkedin.com	N	

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45	McLennan Community College https://www.collegecentral.com/mclennan/Employer.cfm	N	
46	University of Texas https://moody-utexas-csm.symplicity.com/employers/	N	
47	Rice University https://app.joinhandshake.com/	N	
48	UT San Antonio https://app.joinhandshake.com/	N	
49	Texas Women's University http://app.joinhandshake.com/	N	
50	Waco TX Jobs www.wacotxjobs.com	N	

TOTAL INTERVIEWS OVER 12 MONTH PERIOD: 55

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	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 2 interns.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participate in events or program sponsored by educational institution relating career opportunities in broadcasting.	<p>On Thursday, April 14, 2022, KWTX News Reporter spoke with High School Seniors at Mart High School about journalism as a career path.</p> <p>On Monday, February 27, 2023, KWTX Account Executive spoke with approximately 30 high school Juniors and Seniors about education pathways to a career in broadcast television.</p> <p>On April 26, 2022, the station co-sponsored the 14th Annual YES! Expo in Waco. KWTX is one of the Founding Partners of the YES! Expo. Approximately 2000 students from 6 counties learned about career opportunities from booths set up at the Extraco Events Center. News Anchors and staff members spoke with students about possible careers in broadcast journalism.</p> <p>On Monday, April 18, 2022, 24 high school students and their mentors from the Waco Chamber of Commerce LEAD Program attended the station for a tour. They were able to learn about careers in television broadcasting.</p> <p>On Tuesday, April 19, 2022, 20 students participating in the Gear Up program from Region 12 Education Service Center were given a station tour to learn about careers in the television industry.</p> <p>On Wednesday, April 27, 2022, 8 high school AV students from McGregor High School came for a station tour and stayed for a behind the scenes look at the Noon Newscast – to learn about careers in broadcast journalism.</p> <p>On Wednesday, October 12, 2022, 13 AV Students from Connally ISD were given a station tour. They stayed for the Noon Newscast and learned about careers in broadcast journalism.</p> <p>On Tuesday, October 16, 2022, 12 students from Baylor University School of Business came for a station tour and learned about careers in broadcast television.</p> <p>On Thursday, November 3, 2022, 20 high school students and their mentors from the Waco Chamber of Commerce LEAD Program attended the station for a tour. They were able to learn about careers in television broadcasting.</p> <p>On Wednesday, December 7, 2022, 12 AV students from the Killeen ISD Career Center attended a station tour to learn about broadcast journalism.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in job fairs.	<p>Our News Director participated on behalf of KWTX and Gray TV in a two-day Gray Day visit to the University of North Texas in Denton. He was a part of a team of six from Gray, that included fellow news directors and members of the Gray recruiting team. During the two-day visit, the group interviewed upcoming graduates for current openings in our respective stations and within the company. The Gray team also critiqued MMJ reels and two live newscasts produced by the journalism and media arts students. We also discussed internship opportunities within our stations and the company with students who are not graduating in Spring 2022.</p> <p>On April 13, 2022, KWTX EEO Officer attended the McLennan Community College Career Fair. Approximately 300 job seekers attended.</p> <p>On Thursday, September 8, 2022, from 3p-6p, the EEO Officer and the Local Sales Manager attended the "Find your Waco Life Fair", hosted by the Waco Chamber of Commerce. The Find Your Waco Life Fair features exhibits from volunteer organizations, real estate and leasing agencies, and employers. KWTX had a table advertising for open positions for KWTX.</p> <p>On Wednesday, November 30, 2022, KWTX organized and hosted the Discover Your Career Fair in Waco. The Career fair featured employers from the industrial, commercial, governmental, and social sectors from the surrounding areas. Station representatives included the General Manager, General Sales Manager, Local Sales Manager and EEO Officer. KWTX had a table advertising for open positions for KWTX and KBTX.</p> <p>KWTX News Director attended Texas Intercollegiate Press Association Job Fair in Fort Worth, Texas on March 24, 2023, on behalf of KWTX and Gray stations across the country.</p>