

**KWTX-TV**  
**EEO PUBLIC FILE REPORT**  
**March 26, 2014 to March 31, 2015**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Video Journalist	1,2,3,4,8,9,11,15,20,22,24,25	1
Photo Journalist	1,2,3,4,8,9,11,15,20,22,24,25	5
Experienced Content Producer	1,2,3,4,8,9,11,15,20,25	8
Associate Content Producer	1,2,3,4,8,9,11,15,20,25	7
Sales Assistant	1,2,3,4,8,9,11,15,20,25	1
Media Sales Consultant	1,2,3,4,8,9,11,15,20,25	1
Video Journalist – Killeen	1,2,3,4,8,9,11,15,20,22,24,25	2
Video Journalist – Waco	1,2,3,4,8,9,11,15,20,22,24,25	1
Photo Journalist – Killeen	1,2,3,4,8,9,11,15,20,22,24,25	2
News Content Producer	1,2,3,4,8,9,11,15,20,25	2
Part-Time Morning Video Editor	1,2,3,4,8,9,11,15,20,25	7
Technical Media Producer / Newscast Director	1,2,3,4,8,9,11,15,20,25,27,32	7
Account Executive	1,2,3,4,8,9,11,15,20,25	1

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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	19
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 jploeger@wsaw.com <i>Source sends postings to other Gray stations.</i>	N	3
5	Internal Posting / Candidate	N	2
6	Walk Ins / Mail Ins / Unsolicited	N	
7	Word of Mouth Referrals	N	6
8	Texas Association of Broadcasters Craig Bean 502 E. 11 <sup>th</sup> St. Suite 200 Austin, TX 78701 512-322-9944	N	3
9	Heart of Texas Workforce Commission 1416 New Road Waco, TX 76711-1335 254-754-5421	N	
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	
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	1
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	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		
28			
29	Mississippi State University 662-325-3915 Fax: 662-325-9423 kchewe@geosci.mstate.edu renny@geosci.mstate.edu	N	
31	<b>TV News Gigs (No longer in business as of 10/20/08)</b> Stacey Chaloux 318 SE Jackson St. Lee's Summit, MO 64063 info@tvnewsgigs.com	N	

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32	Texas Tech University Career Center Careercenter.ttu.edu 806-742-2011	N	
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	1

**TOTAL INTERVIEWS OVER 12 MONTH PERIOD: 56**

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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 7 interns, as follows:</p> <p style="padding-left: 40px;">Spring 2014: 2 News Interns</p> <p style="padding-left: 40px;">Summer 2014: 1 News Intern</p> <p style="padding-left: 40px;">Fall 2014: 2 News Interns</p> <p style="padding-left: 40px;">Spring 2014: 2 News Interns</p>

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>2</b>	Participate in events or program sponsored by educational institution relating career opportunities in broadcasting.	<p>On 05/01/14, the KWTX Internet Director spoke to 15 Baylor students for about 90 minutes about jobs in broadcasting.</p> <p>On 5/13/14, the station participated in the YES! Expo in Waco. KWTX is one of the Founding Partners of this event. Approximately 2000 students from 6 counties learned about career opportunities from booths set up at the Waco Convention Center. Students received pamphlets detailing the various jobs available at KWTX and a business card for JobBoardTV to find out how they could apply.</p> <p>On 9/29, Taina Maya (Morning Co-Anchor) spoke to a media class at Baylor University about writing for TV. She spoke for over an hour about that and being in the media business.</p> <p>On 10/1, Taina Maya (Morning Co-Anchor) spoke to a PR class at Baylor University about writing for TV. She spoke for over an hour about that and being in the media business.</p> <p>On 11/18/14, approximately 80 students from the Midway High School chapter of the Business Professionals of America attended a tour of the KWTX studios and learned about careers in television and broadcasting.</p> <p>On 11/20/14, the KWTX EEO Officer attended the Career Day fair at Moody High School. Approximately 450 students attended and were told about careers in the broadcasting and television fields.</p> <p>On 3/11/15, approximately 35 High School Journalism students from the Region 12 ESC GEAR Up program attended a tour of the station and were told about careers in broadcasting..</p> <p>On 03/19/14, approximately 20 High School Students participating in the LEAD program from the Waco Chamber of Commerce visited the KWTX studios. They learned about careers in broadcasting, computer technology, video editing, and journalism.</p>

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<b>3</b>	Participate in job fairs.	<p>On 4/16/14, the EEO Officer attended the Work In Waco Job Fair. Approximately 185 people attended. These were soon to graduate or recently graduated students from Baylor Univ., McLennan Community College, and Texas State Technical College.</p> <p>On 6/17/14, the EEO Officer and Special Projects Manager attended a job fair and career summit sponsored by William Penn University at Fort Hood. This job fair was focused on military service men and women who are either transitioning out of the service or have just gotten out of the service.</p> <p>On 6/24/14, the EEO Officer and Special Projects Manager attended the McLennan Community College Career Fair in Waco. Over 60 job seekers attended; primarily soon to graduate or just graduated college students from MCC, Tarleton State Waco, and Texas Tech Waco.</p> <p>On 11/13/14, the EEO Officer attended the Red, White, and You job fair. There were more than 60 employers represented more than 100 job seekers attended.</p>
<b>4</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	