

KWTX-TV
EEO PUBLIC FILE REPORT
April 1, 2006 – March 31, 2007

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Weekend Director	1,2,3,4,5,8,17	2
Administrative Assistant for Programming/Operations	1,2,4,5,8,9,10,11,21	5
News Producer	1,2,4,5	5
Photojournalist	2,5,10,20,11,4,8,5	5
Production Assistant P/T	1,2,4,5,7,8,10,11,20	7
Production Assistant P/T	1,2,4,5,7,8,10,11,20	5
Reporter	1,2,4,5,7,8,11,20	1
Reporter	1,2,4,5,7,8,11,20	7
Photojournalist	2,4,5,8,10,11,20	5
Production Assistant P/T	1,2,8,10,20	1
News Producer	2,4,5,8	5
News Producer	2,4,5,7,8	7
Senior Creative Services Editor	1,2,4,5,7,8,10,11,20	7
Promotion Manager	1,2,3,4,5,8,17,18,22	5
Photojournalist	1,2,4,5,8,10	5
Photojournalist	1,2,4,5,6,8,10	6
Regional Traffic Hub Facilitator	1,2,4,5,8,9,10,11,20,21,23	5
Regional Traffic Hub Facilitator	1,2,4,8,9,10,11,20,21,23	21
Sales Person	2,4,8,21	21
Regional Traffic Hub Facilitator	1,2,4,5,8,9,10,11, 21,23	5
Morning News Co-Anchor	1,2,4,5,8,24	2
News Reporter	2,4,5,7,8	2
News Reporter	2,4,5,7,8	2
News Reporter	2,4,5,7,8	7
News Producer	1,2,4,5,8,11,20,25	5
News Producer	1,2,4,5,8,11,20,25	5
Sales Person	1,2,4,5,8,23	23
Sales Person	1,2,4,5,8,23,27	27
Production Assistant	1, 2, 8, 9,10,11	1
Production Assistant	1, 2,8, 9,10,11,19	19
Regional Traffic Hub Facilitator	1,2,4,8,9,10,11,20,21,23,25	21
Regional Traffic Hub Facilitator	1,2,4,8,9,10,11,20,21,23,25	21

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter	1,2,4,8,22,24	1
Weekday Reporter/Weekend Producer	1,2,4,8,22,24	1
Weekend Director	1,2,4,5,8,10,11,20,25	5
Station Copy & Continuity Director	1,2,4,7,8,9,11,28	28
Sales Assistant	1,4,8,9,27	27
NOC Operator	1,2,4,5,7,8,9,10,11,25	5
NOC Operator	1,2,4,5,7,8,9,10,11,25	7
NOC Operator	1,2,4,5,7,8,9,10,11,19,25	19
NOC Operator	1,2,4,5,6,7,8,9,10,11,25	6
NOC Operator	1,2,4,5,7,8,9,10,11,25	7

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N. 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	KWTX Web Site KWTX.com	N	18
2	TV Jobs P.O. Box 4116 Oceanside, CA 92025 760-754-8177 TVJOBS.com	N	0
3	Media Line P.O. Box 5190 Pacific Grove, CA 93950 800-237-8073 Fax: 831-648-5204 medialine@medialine.com	N	10
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	1
5	Internal Posting / Candidate	N	10
6	Walk ins / Mail ins / Unsolicited	N	3
7	Word Of Mouth Referrals	N	30
8	Texas Association of Broadcasters 502 E. 11 th Street, Suite 200 Austin, TX 78701 512-322-9944 TAB.com	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Heart of Texas Workforce Commission 1416 New Road Waco, TX 76711-1335 254-754-5421 Fax: 254-754-8914 hayxxd01@hotmail.com	N	0
10	Texas State Technical College – Waco Robert Gordon 3801 Campus Drive Waco, TX 76705 254-867-2067 Robert.Gordon@TSTC.edu	N	0
11	Baylor University Career Placement Temple Walker 1 Bear Place, Box 97036 Waco, TX 76708 254-710-3771 Career_Services@Baylor.edu Margaret_Kramer@Baylor.edu	N	2
12	Monster.com Michael Bruggeman 317-616-5410	N	0
13	Shoptalk.com	N	0
14	Station Internship	N	0
15	Job Fairs	N	0
16	Former Employee	N	0
17	National Association of Broadcasters Karen L. Hunter 1771 N. Street NW Washington, D.C. 20036 202-429-5497 Fax: 202-429-5359 khunter@nab.org	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Association For Women In Communication Marinee Mones 780 Ritchie Highway, Suite 28-S Severna Park, MC 21146 703-370-7436	N	0
19	Unknown	N	3
20	Texas A&M University Randall S. Sumpter 4234 TAMU College Station, TX 77843 979-845-0208 Fax: 979-845-6594 R-Sumpter@TAMU.com	N	0
21	Waco Tribune Humberto Reveles 254-757-5869 Fax: 254-757-5866 hreveles@wacotrib.com	N	16
22	Media Match 323-932-7885 Media-Match.com	N	0
23	On Air Advertisement KWTX, NWTX	N	11
24	Collective Talent 1721 Richardson Place Tampa, FL 33606 813-254-9695 info@michaelsmedia.com CollectiveTalent.com	Y	0
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	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	National Association of Hispanic Journalist 1000 National Press Building Washington, DC 20045 202-662-7145 Fax: 202-662-7144 jobbank@nhj.org	N	0
27	Solicited	N	4
28	Pool of Previous Applicants	N	1

TOTAL INTERVIEWS OVER 12 MONTH PERIOD: 109

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Established an Internship program for local college students.	<p>Students from the surrounding universities and colleges are given an opportunity to work and learn in a real time news situation. During the reporting period, the station had 12 interns, as follows:</p> <p>FALL 2006 News: 3 (Baylor) Sports: 2 (Baylor)</p> <p>SUMMER 2006 News: 2 (1-Baylor, 1-UT) Sports: 1 (Baylor) Production: 1 (TSTC)</p> <p>SPRING 2006 News: 2 (Baylor) Sales: 1 (Baylor)</p>
2	Participate in events or programs sponsored by educational institution relating to broadcast careers.	<p>On 05/05/06 a KWTX news reporter participated in the Brooke Ave Elementary Career Day. She spoke with the students about educational requirements, internship, as well as discussing job duties of a reporter.</p> <p>On 10/17/06, a KWTX reporter spoke at the Baylor Chapter of National Association of Black Journalists Speakers Series. Our Reporter spoke about coming in to the television industry, importance of internships, and lessons she had learned as a minority.</p> <p>On 10/31/06 the Vice President of News spoke to students of the Baylor Business Public Relations about jobs in the industry and how to obtain those jobs. These students were also guided through a tour of the station to see the operation of a television station.</p> <p>On 02/16/07, the Union Grove Middle Schools Technology Club was guided on a tour of the station. They learned about all of the different departments at a television station. KWTX-TV's Morning Anchors answered their questions about broadcasting and broadcasting careers.</p>

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3	Participate in job fairs	<p>On 01/23/07 the Vice President of News participated in the Lorena High School Job Fair. There he discussed education, internships, and the daily routine and expectations of various employees of the television station.</p> <p>On 02/09/07 the Vice President of News participated in the Texas Association of Broadcasters Career Expo co-sponsored by the Hispanic Association of Broadcasters chapter at the University of Texas and the College of Communication at UT Austin.</p> <p>On 3/28/07 the Vice President of News participated in the TAB/Baylor University Dept of Communication Career Fair. He collected resumes, and interviewed several job seekers at the event.</p>
	Participate in events or programs sponsored by organizations representing groups present in the community interested in broadcast employment issues.	<p>On 02/20/07 KWTX hosted the afternoon session for the "Tools for Leadership" day. The Leadership Waco class was taught about the numerous career opportunities in broadcasting as well as the requirements needed for obtaining these careers. Class members were guided on a tour to see first hand the activities of each department.</p>
4	EEO Management Training	<p>Members of the station's management staff undergo training and review of correct EEO guidelines and hiring practices.</p> <p>March 7, 2007 During the department meeting – attended by VP/General Manager, VP/News, News Director, Production Manager, Master Control Manager, Chief Engineer, General Sales Manager. The Operations Manager conducted training about and review of correct EEO guidelines and hiring practices.</p>