

**KWTX-TV, KNCT<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 to March 31, 2019**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi-Media Journalist	1,2,4,5,7,8,9,11,14,20,25,27,32,40,41,43,45,46,47,48	14
News Producer	1,2,4,5,8,9,10,11,20,22,25,27,31,32,40,41,43,45,46,47,48	4
News Producer	1,2,4,5,8,9,10,11,20,22,25,27,31,32,40,41,43,45,46,47,48	31
Creative Producer	1,2,4,5,8,9,10,11,20,22,25,27,32,40,41,43,45,46,47,48	1
Meteorologist/Multi-Media Journalist	1,2,4,5,8,9,10,11,15,20,22,25,27,31,32,40,41,43,46,47,48	31
Account Executive	1,2,4,5,7,8,9,10,11,20,25,27,32,40,41,43,44,46,47,48	44
Multi-Media Journalist	1,2,4,5,8,9,11,14,20,25,27,31,32,40,41,43,45,46,47,48	4
Videojournalist	1,2,4,5,8,9,10,11,20,22,25,27,31,32,40,41,43,45,46,47,48	31
Videojournalist	1,2,4,5,8,9,10,11,20,22,25,27,31,32,40,41,43,45,46,47,48	31
News & Sports MMJ	1,2,4,5,7,8,9,10,11,20,22,25,27,32,40,41,43,44,45,46,47,48	7
Account Executive	1,2,4,5,7,8,9,10,11,20,25,27,32,40,41,43,44,46,47,48	44
Account Executive	1,2,4,5,7,8,9,10,11,20,25,27,32,40,41,43,44,46,47,48	44
Multi-Media Journalist	1,2,4,5,8,9,11,20,22,25,27,31,32,40,41,43,45,46,47,48	4
Technical Media Producer (Newscast Director)	1,2,4,5,7,8,9,11,20,25,27,32,40,41,43,45,46,47,48	7
Videojournalist	1,2,4,5,7,8,9,11,20,22,25,27,31,32,40,41,43,45,46,47,48	31
Local Sales Assistant	1,4,5,7,8,9,11,20,25,27,32,40,41,43,44,45,46,47,48	7

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<sup>1</sup> Gray Television Licensee, LLC acquired KNCT on 12/17/2018. This report includes information for this station after that date.

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Account Executive	1,2,4,5,7,8,9,10,11,20,25,27,32,40,41,43,44,46,47,48	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	3
2	TV Jobs.com Mark Holloway P.O. Box 4116 Oceanside, CA 92025 760-754-8177	N	
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	14
5	Internal Posting / Candidate	N	
6	Walk Ins / Mail Ins / Unsolicited	N	
7	Word of Mouth Referrals	N	26
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	
10	Texas State Technical College – Waco kacey.darnell@tstc.edu 3801 Campus Drive Waco, TX, 76705 254-867-2067	N	

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11	Baylor University 1 Bear Place, Box 97036 Waco, TX 76706 254-710-3771	N	1
12	www.monster.com	N	
13	www.shoptalk.com	N	
14	Station Internship	N	1
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 cc_employer@tamu.edu	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, NWTX	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	

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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 Career Center career.center@ctcd.edu 254-526-1200	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	20
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> 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 <a href="http://www.twc.state.tx.us/">http://www.twc.state.tx.us/</a>	N	

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39	Brazos County NAACP Ann Boney, President a-boney@tamu.edu	N	
40	Sam Houston State University Debbi Hatton Hatton@shsu.edu	N	
41	Texas State University Lauri Fluker Lf04@txstate.edu	N	
42	Hispanic Forum Joseph Jody Rodriquez; Marci Ramirez Hispanic.forum.bcs@gmail.com	N	
43	Southern Methodist University Janet Hopkins jhopkins@smu.edu	N	
44	Linked-In www.linkedin.com	N	11
45	McLennan Community College <a href="https://www.collegecentral.com/mclennan/Employer.cfm">https://www.collegecentral.com/mclennan/Employer.cfm</a>	N	
46	University of Texas <a href="https://moody-utexas-csm.symplicity.com/employers/">https://moody-utexas-csm.symplicity.com/employers/</a>	N	
47	Rice University <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
48	UT San Antonio <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	

**TOTAL INTERVIEWS OVER 12 MONTH PERIOD: 77**

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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 10 interns, as follows:</p> <p>Summer 2018 - 8</p> <p>Fall 2018 – 1</p> <p>Spring 2019 – 1</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 April 17, 2018, News Anchor spoke to a Baylor Journalism class of approximately 25 students regarding her daily routine and careers in television broadcasting.</p> <p>On April 20, 2018, News Anchor spoke to the Lorena HS Newspaper and Yearbook class (approximately 30 students) regarding her daily routine and top tips for students looking to enter a media field.</p> <p>On May 15, 2018, the station co-hosted the 11<sup>th</sup> Annual YES! Expo in Waco. KWTX is one of the Founding Partners of this event. KWTX EEO Officer attends monthly planning meetings for this event beginning in January and actively participate in hosting this event. More than 2000 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 June 1, 2018, twelve veterans from the Doris Miller VA came through for a tour and discussion about careers in television broadcasting.</p> <p>On June 13 &amp; 14, 2018, sixteen teachers from Connally ISD attended a tour and training meeting at KWTX to learn about careers in television broadcasting. Three of the teachers then stayed (or came back the next day) for job shadowing in News, Sales, and Creative Services to learn more details relating to the subject they teach.</p> <p>On July 24, 2018, fourteen veterans from the Doris Miller VA came through for a tour and discussion about careers in television broadcasting.</p> <p>On August 13, 2018, twenty-five students with the Waco Chamber of Commerce Teen Leadership program came through for a station tour and discussion of careers in television broadcasting. They stayed to watch a live newscast.</p>



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<b>2</b>	Participate in events or program sponsored by educational institution relating career opportunities in broadcasting. (CONTINUED FROM PREVIOUS PAGE)	<p>On September 26, 2018, News Anchor spoke to a group of 85-100 Baylor students regarding her daily routine, story selection, and careers in media.</p> <p>On October 3, 2018, news employee spoke as part of a panel about broadcast news to two Baylor University classes of fifteen students each.</p> <p>On October 4, 2018, News Reporter talked to the Baylor chapter of NABJ about being a reporter, tips on college, and internships.</p> <p>On October 5, 2018, News Anchor spoke to a group of Axtell high school and middle school students (50-75 in attendance) regarding her daily routine, reason she chose a television broadcasting career and answered questions regarding television broadcast careers.</p> <p>On October 23, 2018, news employee spoke to two Baylor University classes of about fifteen students each about broadcast news.</p> <p>On November 11, 2018, three staff members from Texas Tech Waco came through the station for a tour. They met with the General Manager and News Director to discuss ways to improve the Texas Tech journalism program so that they can offer quality applicants to KWTX.</p> <p>On January 24, 2019, high school students from various Waco High schools participating in the LEAD (Leadership, Education, and Development) Program with the Chamber of Commerce toured the KWTX studios. They were able to visit Creative Services, Production, Sales and News to learn about careers in the television broadcasting industry.</p> <p>On March 8, 2019, News Anchor attended a career day at Valley Mills High School and spoke with high school students (9<sup>th</sup> – 12<sup>th</sup> grade) about careers in broadcast news.</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 September 27, 2018, EEO Officer attended the Baylor Liberal Arts Career Fair &amp; Symposium held at the Cashion Academic Center on the Baylor campus. The Career Fair was open to Baylor students from 3-6pm. Open positions were featured, along with the KWTX Internship Program. Approximately 250 Baylor students and alumni attended. In addition, KWTX sent a news representative to participate in the "panel discussion" at the Symposium.</p> <p>On October 26, 2018, the KWTX EEO Officer attended the Find Your Waco Career Fair held at the Waco Convention Center Freedom Fountain. Open positions were featured, along with the KWTX Internship program. This career fair specifically targeted veterans and military personal from Fort Hood who are transitioning out of the Army, along with new residents of the Waco and Central Texas area. Several hundred people attended.</p> <p>On March 26, 2019, the KWTX EEO Officer attended the 2019 McLennan Career Fair at McLennan Community College in Waco, TX. Full-time positions at KWTX and KBTX, and internships were advertised to college students and alumni.</p>
<b>4</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>On June 26, 2018, KWTX Department Heads attended a Gray Corp HR Training Webinar regarding managing challenging employee issues and how to move forward with disciplinary action.</p>