

KWTX-TV / KNCT-TV
EEO PUBLIC FILE REPORT
April 1, 2021 to March 31, 2022

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Producer	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
Technical Media Producer	1,4,7,8,10,11,20,25,27,31,32,41,43,45	7
Account Executive	1,2,4,5,7,8,9,10,11,20,25,27,31,32,40,41,43,44,45,46,47,48,49,50	7
News Producer	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
Account Executive	1,2,4,5,8,9,10,11,20,25,27,31,32,40,41,43,44,45,46,47,48,49,50	44
Videographer	1,2,4,5,7,8,9,10,11,20,25,27,31,40,41,43,44,45,46,47,48,49,50	31
Account Executive	1,2,4,5,8,9,10,11,20,25,27,31,32,40,41,43,44,45,46,47,48,49,50	44
News Producer	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
Sales Assistant	1,2,4,5,8,9,10,11,20,25,27,31,32,40,41,43,44,45,46,47,48,49,50	31
Assistant News Director	1,2,4,5,7,8,9,10,11,20,22,25,27,31,32,40,41,43,45,46,47,48,49,50	7
Account Executive	1,2,4,5,8,9,10,11,20,25,27,31,32,40,41,43,44,45,46,47,48,49,50	5
News Producer	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
Producer Digital News	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
Sales Assistant / Copy Coordinator	1,2,4,5,8,9,10,11,20,25,27,31,32,40,41,43,45,46,47,48,49,50	31
Executive Producer Digital news	4,7,31	7

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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	1
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	29
5	Internal Posting / Candidate	N	
6	Walk Ins / Mail Ins / Unsolicited	N	
7	Word of Mouth Referrals	N	5
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 Placement 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	4
16	Former Employee	N	

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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
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	1
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	3
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	
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	

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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
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 by Gray Television	N	20
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 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 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	

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44	Linked-In www.linkedin.com	N	4
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: 71

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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.	<p>Due to Covid-19 safety protocols, the KWTX studios were restricted to necessary personnel only. Our Regular internship program was suspended during this reporting period.</p> <p>KWTX hosted one Teacher extern June 22-24 in the Youth Employment Solutions Teacher Summer Externship program, sponsored by the Heart of Texas Workforce Commission. This is an annual initiative that allows local teachers the opportunity to learn firsthand about the high demand industries in our region. These teachers take their acquired knowledge and convert that knowledge into relevant lesson plans for their students. These real-life experiences educate these teachers and their students in one combined effort.</p>

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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 March 3rd, KWTX Promotions Director talked about the paths taken get to where her current position. She also talked about her specific work, and about opportunities for women in Creative Services field specifically and Broadcast in general. This Summit was organized by Baylor University, Junior League of Waco, and Waco ISD.</p> <p>On May 14, 2021, the station co-sponsored the first virtual YES! Expo in Waco. KWTX is one of the Founding Partners of the YES! Expo. Provided through Zoom, and live streamed, over 25 Employers gave presentations to students who were invited to log in to learn about the many career opportunities available to young people in Central Texas.</p> <p>On Monday, September 13th, 2021, 26 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>KWTX News Director spoke at a Research Symposium and talked with students at Waco HS about career opportunities on Wednesday, April 13, 2021.</p> <p>KWTX News Director participated as part of a Gray Day virtual recruiting fair at Mizzou (Missouri State University) talked with several upcoming graduates about opportunities at KWTX and other Gray stations on April 21 & 22, 2021.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in job fairs.	<p>On September 9, 2021, KWTX organized and hosted the McLennan County Discover Your Career Fair. 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>On Friday, October 22nd, 2021, 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 December 7, 2021, KWTX organized and hosted the McLennan County Discover Your Career Fair. 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 25th on behalf of KWTX and Gray stations across the country.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On February 17, 2022, our Business Manager participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein.