

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Morning News Producer	1-5,8,11,17-19	2
Weekend Meteorologist*	7	7
Sports Photojournalist	1-5,7,8,11,17-19	7
News Producer	1-5,7,8,11,17-19	7
Photojournalist	1-5,7,8,11,17-19	7
Traffic Assistant	1-5,6,8,9, 11,17-19	6
News Producer	1-5,6,8,9,11,17-19	8
Weekend Anchor/Reporter	1-5,8,11,17-19	5
News Producer	1-5,8,11,17-19	5
Photojournalist*	5,6	6
Reporter	1-5,6,8,11,17-19	6
Reporter	1-5,8,11,17-19	2
Reporter	1-5,7,8,11,17-19	7
Reporter	1-5,7,8,11,17-19	7
Photojournalist	1-5,8,11,16-19	16
*Emergency Hire		

KWTX-TV
EEO PUBLIC FILE REPORT
April 01, 2005 – March 31, 2006

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	N	5
2	TV Jobs..com Mark Holloway, P.O. Box 4116, Oceanside, CA 92025 760-754-8177	N	4
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073	N	0
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	0
5	Internal Posting / Candidate	N	2
6	Walk ins / Mail ins / Unsolicited	N	4
7	Word Of Mouth Referrals	N	10
8	Texas Association of Broadcasters Craig Bean 502 E. 11 th Street, Suite 200 Austin, TX 78701 512-322-9944	N	2
9	Heart of Texas Workforce Commission Rebecca Collins 1416 New Road Waco, TX 76711-1335 254-754-5421	N	2

KWTX-TV
EEO PUBLIC FILE REPORT
April 01, 2005 – March 31, 2006

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Texas State Technical College – Waco Jerry Shaw/Robert Gordon 3801 Campus Drive Waco, TX 76705 254-867-2067	N	0
11	Baylor University Career Placement Temple Walker 1 Bear Place, Box 97036 Waco, TX 76708 254-710-3771	N	0
12	Monstor.com	N	0
13	Shoptalk.com	N	0
14	Station Internship	N	1
15	Job Fairs	N	0
16	Former Employee	N	1
17	NAB Career Center – Karen L. Hunter, 1771 N. Street N.W., Washington, D.C. 20036	N	0
18	Association For Women In Communication Marinee Mones 780 Ritchie Highway, Suite 28-S Severna Park, MC 21146 703-370-7436	N	0
19	National Lesbian and Gay Journalists Association Bryan Falkin 1420 K Street, N.W. Washington, D.C. 20005 202-429-5497	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			32

KWTX-TV
EEO PUBLIC FILE REPORT
April 01, 2005 – March 31, 2006

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an Internship program for local college students in the news department.	<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>During Spring 2005, the station had 3 interns – all 3 were in news.</p> <p>During Summer 2005, the station had 3 interns – all 3 were in news.</p> <p>During Fall 2005, the station had 3 interns – 2 in news and 1 in sports.</p> <p>During Spring 2006, the station had 3 interns – 2 in news and 1 in sales.</p>
2	Participate in local high school career fairs.	<p>On 04/26/05 the Director of New Media spoke to classes at Baylor University Journalism-Communication Department about jobs and job opportunities in the industry. They cover specific skills, cover letters, resumes and so forth.</p> <p>On 10/19/05 the weekend sports anchor met with the journalism class for a local high school and gave them a tour of the station and let them watch the 12pm newscast. Questions were answered about how we do our jobs here at the station.</p> <p>On 12/01/05 the Director of New Media again spoke to classes at Baylor University Journalism-Communication Department about jobs in the industry and how to obtain those jobs. .</p>

KWTX-TV
EEO PUBLIC FILE REPORT
April 01, 2005 – March 31, 2006

3	Participate in local job fairs	On 2/17/05 the station participated in the Texas Association of Broadcasted Job Fair in Corpus Christi, TX. Station participants included Vice President – News.
4	Senior Management Training	Members of the stations management staff undergo semi-annual training and review of correct EEO guidelines and hiring practices. During a April 20, 2006 department meeting – attended by Vice President – News; Production Manager; Traffic Manager; General Sales Manager; Business Manager and News Director. Operations Manager conducted training about and review of correct EEO guidelines and hiring practices.