

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

I. VACANCY LIST

[illegible]

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.kwtx.com (station website) GDMSupport@gray.tv	N	
2	TV Jobs.com tvjobs.com	N	
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	28
5	Internal Posting / Candidate	N	2
6	Walk Ins / Mail Ins / Unsolicited	N	
7	Word of Mouth Referrals	N	24
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 https://app.joinhandshake.com/	N	1
12	www.monster.com	N	
13	www.shoptalk.com	N	
14	Station Internship	N	
15	Job Fairs / Recruiting Fairs	N	7
16	Former Employee	N	3

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

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 202-429-5498 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	
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, 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	
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	
28	Intentionally left blank		

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	11
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	
44	Linked-In www.linkedin.com	N	10
45	McLennan Community College https://www.collegecentral.com/mclennan/Employer.cfm	N	

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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: 86

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

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.	Due to Covid-19 safety protocols, the KWTX studios were restricted to necessary personnel only. Our Internship program was suspended during this reporting period.
2	Participate in events or program sponsored by educational institution relating career opportunities in broadcasting.	On October 7, 2021, the KWTX News Director was the guest speaker for a virtual broadcast management class at the University of Southern Indiana. He spoke about careers in broadcasting for approximately an hour. About 20 students attended.

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in job fairs.	On March 11, 2020, KWTX EEO Officer and the General Sales Manager attended a one-hour virtual job fair hosted by the HOT Workforce Commission. It was called a "Virtual Business Showcase" and was conducted via Zoom, as well as being streamed live on Facebook. KWTX was given time to tell participants about our station, career opportunities, and about specific jobs that are currently open. There was also a question-and-answer session.

KWTX-TV, KNCT
EEO PUBLIC FILE REPORT
April 1, 2020 to March 31, 2021

	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.	<p>On March 16, 2021, KWTX EEO Officer provided Department Heads with an EEO training meeting to provide a refresher course on the Gray Television posting template, job posting procedures, and EEO hiring paperwork required for the public file report.</p> <p>July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>On November 19, 2020, our Office Manager participated in the FCC’s Equal Employment Opportunity Rules training presented by Joan Stewart of Wiley Rein, LLP. The training included proper recruitment, recordkeeping, and reporting for EEO compliance.</p>