KBTX-TV
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-14; 16, 17; 20-26	20
Multimedia Journalist	1-14-16, 17; 20-26	20
Producer Exec Dig News	1-14-16, 17; 20-26	15
Producer	1-14; 16, 17; 20-26	14
Multimedia Journalist	1-14; 16, 17; 20-26	16
Multimedia Journalist	1-14; 16, 17; 20-26	20
Multimedia Journalist	1-14; 16, 17; 20-26	20
Meteorologist/Producer	1-14; 16, 17; 20-26	20
Technical Media Producer	1-14; 16, 17; 20-26	26
Sales Assistant	1-14; 16, 17; 20-26	20
Account Executive	1-14; 16, 17; 20-26	16
Account Executive	1-14; 16, 17; 20-26	26

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II. 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	Texas Association of Broadcasters website www.tab.org	N	0
2	TV Jobs website www.tvjobs.com	N	0
3	Brazos County NAACP Ann Boney, President Brazos County Chapter NAACP Bryan, Texas 77802 (979) 778-9974	N	0
4	Texas A&M University Career Center Debbie Gau John Koldus Building, RM 209 College Station, Texas 77843-1233 (979) 845-5139	N	0
5	Sam Houston State University RTV Dept. Janet Bridges SHSU Box 2207 Huntsville, Texas 77341 (936) 294-1341	N	0
6	Baylor University Telecommunications Div. Whitney Saulters Burleson Hall, RM 110 Waco, Texas 76798	N	0
7	Texas State University Dept. of Journalism Laurie Fluker 601 University Drive San Marcos, Texas 78666 (512) 245-2529	N	0
8	Medialine medialine@medialine.com	Y	0
9	Southern Methodist University Janet Hopkins PO Box 750256 Dallas, Texas 75275-0256 (214) 768-2266	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	University of Southern Mississippi, RTV Dept. CPP@usm.edu 112 McLemore Hall 118 College Drive Box 5014 Hattiesburg, MS 39406 (601) 266-4153	N	0
11	SOS Ministries JJ Ramirez PO Box 2866 Bryan, Texas 77805 (979) 775-5357	N	0
12	Junction 5-0-5 Alice Martin 2528 Dartmouth College Station, Texas 77840 (979) 485-0260	N	0
13	602 Communications/Marketing Ideanet Graeme Newall, gnewell@602communications.com	N	0
14	Internal posting / candidate	N	2
15	Walk-In	N	3
16	Word of mouth referral	N	3
17	KBTX-TV www.kbtx.com	N	0
18	Society of Broadcast Engineers website www.sbe.org	N	0
19	KBTX-TV television advertisement	N	0
20	Gray Television Station hr@gray.tv *Source sends postings to other Gray stations.*	N	12
21	TAMU Speech Communications Dr. Nancy Street n-street@tamu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	TAMU Mays Business School Dr. Stephen McDaniel s-mcdaniel@tamu.edu	N	0
23	TAMU Agricultural Leadership, Education, Communications Deborah Dunsford dunsford@tamu.edu	N	0
24	TAMU Journalism Dr. Ed Walraven e-walraven@tamu.edu	N	0
25	TAMU Agricultural Journalism Dr. Randall Sumpter r-sumpter@tamu.edu	N	0
26	www.indeed.com	N	4
	TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:		24

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Event or program sponsored by educational institution relating to broadcasting careers	November 4, 2020 – 25 students from the Texas A&M Broadcast Meteorology class attended a virtual presentation led by station News Director discussing the role of a meteorologist and reporting weather coverage in a news environment.
6	Event or program sponsored by educational institution relating to broadcasting careers	November 12, 2020 – 40 students from the Texas A&M Journalism 203 class attended a virtual presentation led by station News Director discussing the broadcast industry and provided an insight on how the newsroom operates each day.
7	Event or program sponsored by educational institution relating to broadcasting careers	November 18, 2020 – 50 students from the Hofstra Alumni attended a virtual presentation led by a station Producer discussing the broadcast industry and provided an insight on how the newsroom operates each day.
8	Event or program sponsored by educational institution relating to broadcasting careers	February 2, 2021 – 25 students from the Texas A&M Broadcast Meteorology class attended a virtual presentation led by station News Director discussing the role of a meteorologist and reporting weather coverage in a news environment.
9	Event or program sponsored by educational institution relating to broadcasting careers	March 8, 2021 – 60 community leaders from the Junior Leadership Brazos Group attended a presentation led by a station Anchor discussing the broadcast industry and provided an insight on how the newsroom operates each day.
10	EEO Training	July 9, 2020 – August 4, 2020 - 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.
11	EEO Training	November 19, 2020 - Office Manager/EEO Officer participated in a training on compliance with the FCC’s EEO Rules and Regulations provided by our FCC counsel.