

North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM
EEO Recruiting Report
April 1, 2021 – March 31, 2022

North Texas Public Broadcasting, Inc. dba KERA prepares the EEO Recruiting Report in compliance with the FCC's Equal Employment Opportunities (EEO) §73.2080 regulations. The EEO Recruiting Report is an annual report required by the FCC to provide transparency of the licensee's hiring practices to ensure employment opportunities are extended to all qualified persons and no one is discriminated against because of race, color, religion, national origin or sex. This report is placed in the public inspection file for KERA-TV, KERA-FM and KKXT-FM as required and is posted to its Reports page on the kera.org website.

It is important to note that there is no pending or resolved complaint related to any unlawful or discriminatory practices brought against KERA/KKXT.

The information in this EEO Recruiting Report is for the annual required reporting period of April 1, 2021 - March 31, 2022.

The FCC's Equal Employment Opportunities (EEO) §73.2080(c)(6) requires the report to include the following information:

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year;
4. Data reflecting the total number of persons interviewed for the full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of initiatives undertaken during the preceding year.

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1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;

Thirty (30) Full-time Positions Filled:

Position	Open	Filled
Statewide Managing Editor	11/20/20	06/14/21
Health Reporter	01/02/21	07/06/21
Major Gifts Director of Planned Giving	01/05/21	04/06/21
Communications Coordinator	01/29/21	04/12/21
Email Director	02/14/21	07/06/21
Chief of Staff	03/17/21	07/01/21
Marjorie Welch Fitts Louis Fellowship	04/12/21	09/07/21
Grants (Coordinator) Specialist	04/27/21	07/12/21
Desktop Support Technician	04/28/21	07/14/21
Director of Strategic Revenue Initiatives	06/06/21	08/16/21
KXT Events and Engagement Coordinator	06/06/21	09/08/21
Tessitura Support Specialist	06/06/21	09/01/21
Events Director	06/06/21	09/21/21
Director of Marketing Operations	06/30/21	11/08/21
Director of Talent Recruitment and Retention	07/16/21	11/01/21
Education Director	07/21/21	11/29/21
Breaking News Reporter	07/22/21	11/01/21
Report for America Fellow	07/22/21	12/13/21
Education Coordinator	07/22/21	01/05/22
On-Air Fundraising Associate	08/25/21	11/08/21
Audience Insights Analyst	08/30/21	01/31/22
Digital Breaking News Reporter and Producer	09/13/21	01/10/22
KXT Program Director	09/14/21	02/14/22
Executive Editor	09/14/21	02/28/22
Government Accountability Editor	09/14/21	11/15/21
Podcast Producer	10/14/21	02/14/22
Revenue Operations Coordinator	10/25/21	11/29/21
Audience Producer	10/26/21	01/26/22
Digital Producer, Think	11/02/21	02/07/22
Technical Director and Editor	11/08/21	03/07/22

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2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, contact person and telephone number); For ease of reference, Address and Contact Information for Recruiting Sources are attached in Addendum #1.

Statewide Managing Editor

KERA Website
KERA Facebook
Twitter
Corporation for Public Broadcasting, Inc. (CPB)
Publicmediajobs.org (Current)
Diversityjobs.com
Texas Association of Broadcasters
LinkedIn
Indeed
Texas Workforce Commission
National Association of Black Journalists
National Association of Hispanic Journalists
Asian American Journalists Association
South Asian Journalism Association
Native American Journalists Association
National Lesbian and Gay Journalists Association
Association for Women in Communications
Journalism jobs
Media Bistro
Poynter Institute
Society of Professional Journalists

Health Reporter

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting (CPB)
Diversityjobs.com
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalists Association
South Asian Journalist Association
Publicmediajobs.org (Current)
Texas Workforce Commission (TWC)
SimplyHired

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Major Gifts Director of Planned Giving

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
African American Development Officers
Women of Color in Fundraising and Philanthropy
Diversityjobs.com
Publicmediajobs.org (Current)
Texas Workforce Commission (TWC)
Dallas 22nd Annual Diversity Employment Day

Communications Coordinator

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Publicmediajobs.org (Current)
Texas Workforce Commission (TWC)
Dallas 22nd Annual Diversity Employment Day

Email Director

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)
Dallas 22nd Annual Diversity Employment Day

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Chief of Staff

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)
SimplyHired

Marjorie Welch Fitts Louis Fellowship

KERA Website
KERA Facebook
Tweeted
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)
Handshake – College job board
Intern Referral

Grants (Coordinator) Specialist

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)

Desktop Support Technician

KERA Website
KERA Facebook
Twitter
Indeed

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LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)

Director of Strategic Revenue Initiatives

KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)

KXT Events and Engagement Coordinator

KERA Website
Insperity – Bright Move
Employee Referral

Tessitura Support Specialist

KERA Website
Insperity – Bright Move
LinkedIn
Employee Referral
Current Employee

Events Director

KERA Website
KERA Facebook
Twitter
LinkedIn
Diversityjobs.com
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Texas Workforce Commission (TWC)

Director of Marketing Operations

KERA Website
LinkedIn
Diversityjobs.com

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Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)
Employee Referral

Director of Talent and Recruitment

KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)

Education Director

KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)

Breaking News Reporter

KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)

Report for America Fellow

Report for America Contract

Education Coordinator

KERA Website
Insperity – Bright Move
LinkedIn
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)

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Zip Recruiter
Glassdoor
Employee Referral
Current Employee

On-Air Fundraising Associate

KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management
Publicmediajobs.org (Current)

Audience Insights Analyst

KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management
Diversityjobs.com
Employee Referral
Current Employee

Digital Breaking News Reporter and Producer

KERA Website
Insperity – Bright Move
Other / Not Specified
LinkedIn
ZipRecruiter
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Online News Association
Publicmediajobs.org (Current)
Employee Referral
Current Employee

KXT Program Director

KERA Website
Insperity – Bright Move
Publicmediajobs.org (Current)
LinkedIn
Corporation for Public Broadcasting, Inc. (CPB)
Employee Referral

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Current Employee
Contractor Referral

Executive Editor

KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
Employee Referral
Current Employee

Government Accountability Editor

KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)

Podcast Producer

KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
Zip Recruiter
LinkedIn
Employee Referral
Current Employee

Revenue Operations Coordinator

KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)

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Audience Producer

KERA Website
Insperity – Bright Move
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
LinkedIn
Corporation for Public Broadcasting, Inc. (CPB)
ZipRecruiter
Employee Referral
Current Employee

Digital Producer, Think

KERA Website
Insperity – Bright Move
LinkedIn
Corporation for Public Broadcasting (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
ZipRecruiter
Employee Referral
Current employee

Technical Director and Editor

KERA Website
Insperity – Bright Move
ZipRecruiter
LinkedIn

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3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year;

Position	Hiring Source
Statewide Managing Editor	Employee Referral
Health Reporter	Twitter
Major Gifts Director of Planned Giving	LinkedIn
Communications Coordinator	KERA website
Email Director	Publicmediajobs.com (Current)
Chief of Staff	Employee Referral
Marjorie Welch Fitts Louis Fellowship	Employee Referral
Grants (Coordinator) Specialist	Zip Recruiter
Desktop Support Technician	Indeed
Director of Strategic Revenue Initiatives	Employee Referral
KXT Events and Engagement Coordinator	Employee Referral
Tessitura Support Specialist	Employee Referral
Events Director	Indeed
Director of Marketing Operations	Employee Referral
Director of Talent Recruitment and Retention	Employee Referral
Education Director	Employee Referral
Breaking News Reporter	Employee Referral
Report for America Fellow	Report for America
Education Coordinator	LinkedIn
On-Air Fundraising Associate	Current Employee
Audience Insights Analyst	KERA Website
Digital Breaking News Reporter and Producer	Employee Referral
KXT Program Director	Contractor Referral
Executive Editor	Employee Referral
Government Accountability Editor	Employee Referral
Podcast Producer	Indeed
Revenue Operations Coordinator	Employee Referral
Audience Producer	Indeed
Digital Producer, Think	LinkedIn
Technical Director and Editor	Indeed

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4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;

One Hundred Eighty Six (186) Persons Interviewed:

Position	Recruitment Sources & Number Interviewed
Statewide Managing Editor	4 KERA website 1 Referral 1 Employee Referral
Health Reporter	1 LinkedIn 2 KERA website 2 Twitter 1 Current Employee 1 Employee referral 1 Simplyhired.com 1 Publicmediajobs.org (Current)
Major Gifts Director of Planned Giving	1 LinkedIn 3 Indeed 1 KERA website 1 Referral 2 Employee referral
Communications Coordinator	3 Indeed 2 KERA website 1 Center for Non-profit Management (CNM) 1 UNT Journalism Facebook Group
Email Director	2 KERA website 2 Publicmediajobs.com (Current) 1 Employee referral
Chief of Staff	4 LinkedIn 3 KERA website 2 Publicmediajobs.com (Current) 1 Simplyhired.com 2 Current Employee 2 Employee referral
Marjorie Welch Fitts Louis Fellowship	1 Indeed 1 KERA website 1 Intern referral – Rolando Hernandez 2 Employee referral

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Grants (Coordinator) Specialist	2 Center for Non-Profit Management (CNM) 1 Zip Recruiter 1 Current Employee
Desktop Support Technician	5 KERA website 1 Indeed 1 Glassdoor
Director of Strategic Revenue Initiatives	1 Employee referral 3 KERA website
KXT Events and Engagement Coordinator	1 Employee referral 1 Indeed
Tessitura Support Specialist	2 Employee referral 1 LinkedIn 1 Other / Not Specified
Events Director	3 LinkedIn 1 Indeed 1 Current Employee 1 ZipRecruiter 1 KERA website 1 Other / Not Specified
Director of Marketing Operations	2 Indeed 1 LinkedIn 1 KERA website 1 Employee referral
Director of Talent Recruitment and Retention	3 Indeed 2 Employee referral
Education Director	1 Employee referral 1 Indeed 1 KERA website
Breaking News Reporter	1 Employee referral 2 KERA website 1 Other / Not Specified
Report for America Fellow	1 Report for America
Education Coordinator	10 Indeed 1 KERA website 1 LinkedIn 1 Publicmediajobs.org (Current)
On-Air Fundraising Associate	1 Current Employee 2 Employee referral 2 KERA website 1 Other / Not Specified

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Audience Insights Analyst	1 KERA website 1 Indeed 1 Employee referral
Digital Breaking News Reporter and Producer	4 Employee referral 1 Publicmediajobs.org (Current) 1 KERA website 1 Other / Not Specified
KXT Program Director	5 Publicmediajobs.org (Current) 2 Contractor referral 2 Current employee 2 Indeed 1 Other / Not Specified 1 KERA website
Executive Editor	2 Employee referral 1 Current employee
Government Accountability Editor	4 Employee referral
Podcast Producer	3 Employee referral 3 KERA website 2 Indeed 1 Current employee 1 Publicmediajobs.org (Current) 1 Other / Not Specified
Revenue Operations Coordinator	1 Employee referral 1 KERA website
Audience Producer	3 Employee referral 2 Indeed 1 KERA website
Digital Producer, Think	4 Employee referral 1 KERA website 1 LinkedIn
Technical Director and Editor	8 Indeed 1 LinkedIn 1 KERA Website 1 ZipRecruiter

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5. A list and brief description of initiatives undertaken during the preceding year.

North Texas Public Broadcasting, Inc. dba KERA services the fifth largest media market in the country. KERA reaches over two million people each week with rich, informational, insightful content via our broadcast and digital platforms through KERA FM, KERA TV, and KXT FM. KERA reaches more than 600,000 children each week with educational programming on KERA TV and KERA Kids 24/7 channels.

KERA is committed to providing employment and promotion opportunities to individuals of all backgrounds, experiences, and identities. All qualified applicants receive consideration for employment without regard to race, color, national origin or ancestry, sex, sexual orientation, gender identity, gender expression, age, religion, veteran status, disability or any other characteristic or basis protected by law. This includes focused recruitment in diverse spaces to identify talented candidates who may not be represented in legacy applicant pools. We expanded management positions with an increased DEI focus and development. Our hiring processes are structured to include hiring committees with diverse representation that have a meaningful say in the hiring of every candidate. We also believe in supporting long-term career development to prepare diverse talent for leadership roles within the organization.

The initiatives undertaken by KERA for this reporting period are as follows:

§73.2080(c)(2)(iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;

KERA, The Texas Newsroom division, participated in the Public Media Village, led by NPR, as a Lead Villager sponsor for three national conferences: Asian American Journalists Association (AAJA) August 24-28, 2021, National Association of Black Journalists (NABJ) August 18-21, and National Association of Hispanic Journalists (NAHJ) July 14-16. Public Media Village is a coalition of public media organizations available for job seekers to explore the world of public media, including news, television, radio, and podcasts. Due to the COVID-19 pandemic, the job booths were virtual and allowed KERA and its career opportunities exposure to several hundred diverse professional journalists on a national level. KERA was able to present its open full-time positions during the conference job fairs, the career paths in journalism and encouraged job seekers to check our website for future job vacancies if the current openings did not match their skill sets.

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§73.2080(c)(2)(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

KERA has continued its established paid college internship program which assists students to acquire skills needed for broadcast employment. We believe the paid internship program affords all interested students with applicable studies the ability to apply for an internship opportunity without a financial limitation for students needing a paid position while pursuing their education.

The students selected for KERA's paid college internship program are part-time, are assigned meaningful work and often receive college credit for their internship. Interns represent a diverse group, including minority students. During this reporting period interns were assigned to News, Podcasts, Think, DEI and Photojournalism. They were hired for Spring 2021, Summer 2021, Fall 2021 and Spring 2022. In total, this group included 14 interns with over half being minority and/or women. After college graduation, these students are prepared and eligible to apply for regular full-time positions with KERA.

Additionally, KERA has participated in NPR's Next Generation Radio training for the past several years. It is a one-week, digital first, multimedia training project co-sponsored by NPR, NPR member stations, colleges, and universities. This program is designed to give competitively selected participants who are interested in podcasting, audio storytelling, and written and visual journalism the skills and opportunity to find and produce their own multimedia stories. Each selected participant is paired with a professional journalist throughout the program. In 2021, three KERA journalists served as mentors and worked one-on-one with their assigned Next Generation participants from the broadcast community. They were the main point of communication for the mentee, provided specific feedback and clear direction, and offered support and encouragement throughout the project.

§73.2080(c)(2)(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally;

All open positions are posted in the employment section of the KERA website, <https://www.kera.org/about/employment> and are posted through KERA social media sources. These sources are broadly available to the general public and are often picked up and reposted by networking boards and other employment search engine job sites.

Many positions are also posted on highly recognizable professional websites and/or specific professional association websites applicable to the job vacancy. We partnered with Insperity – Bright Move who posts the job positions to various additional job boards helping to further amplify our job postings in the job market.

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Additionally, we post job vacancies related to the skills we are seeking on specific diversity focused job sites. We have sponsored paid advertising on LinkedIn, a professional networking site. We also utilize local community job boards and place open positions in the Texas Workforce Commission (TWC) job bank which shares job information with Veterans and Referral Specialists, and to US Jobs, a national job bank.

We advertise with professional associations targeted for the type of job skills we are seeking, in certain industry publications and in local temporary and temp to hire agencies. We have directly contacted some local colleges and universities as well as community organizations and other groups sponsoring networking forums about employment opportunities.

§73.2080(c)(2)(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

KERA augmented the core benefits and services it offers its team members by entering into a service agreement with Insperity. Through Insperity's online portal, staff have access to over 100,000 learning assets, including professional and educational courses, certifications and training videos. Additionally, an annual stipend of \$500 per employee is provided for training and development as well as a \$1,500 educational stipend toward a degree program. KERA also provides all staff the opportunities to attend conferences to broaden their knowledge and skills. All KERA managers have been charged with the responsibility to include career development plans in the annual written goals for each employee in their department.

§73.2080(c)(2)(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

During this reporting period, KERA continued its enhanced DEI training. As in prior periods, all employees, including managers, received our annual training about the prevention of harassment, sexual harassment, and discrimination in the workplace. KERA secured the services of external organizations Diversity Crew and Keith Woods, and launched the Can We Talk Series to specifically conduct training sessions related to unconscious bias and other factors that raise awareness and understanding. KERA also worked with local partners to provide several professional development opportunities rooted in diversity, equity and inclusion for both managers and staff. Topics included change management, inclusive leadership, emotional intelligence and more. Management has been an integral participant in all trainings enhancing the understanding and promotion of fair employment practices for all protected classes within every aspect of KERA's employment practices.

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In addition to the DEI training, KERA expanded a senior management position to Chief Content and Diversity Officer ensuring that DEI is in the foundation of KERA's core from the top-down. KERA hired a Director of Talent Recruitment & Retention to build KERA's pipeline of talent and to create opportunities for professional development and growth. KERA also expanded its hiring committees for the hiring process. The hiring committees are assembled for each new position and includes the hiring manager, department team members and 1 or 2 representatives from other departments that would work collaboratively with the person who would be hired in this position. The hiring committee is asked to be diverse in nature and is to present a diverse pool of applicants to review. Additionally, all managers and employees have been asked to include a specific DEI goal they will seek to achieve during their annual performance period.

§73.2080(c)(2)(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

KERA regularly posts job vacancies on the KERA website, as well as on the KERA Facebook page and KERA's Twitter account. These three sources are broadly available to the general public which further circulates job vacancies to job seekers who may not have considered KERA in their job search.

Job seekers that visit the KERA website will have the opportunity to view current open positions at KERA and KXT, and are also pointed to national websites for additional opportunities. The KERA website states our commitment to equal opportunity with the following:

“Employment at KERA

KERA embraces the principles of diversity, equity, and inclusion in our workplace. We endeavor to promote an environment in which differences are respected, and innovative ideas and perspectives are welcomed. We recruit individuals with exceptional ability and talent from a broad range of backgrounds, experiences, cultures, beliefs and lifestyles and are dedicated to the development and advancement of our employees. If you would like to learn more about KERA and how to join our team, please click on the button below to view our current employment opportunities.

SEARCH KERA JOBS HERE

For information about other employment opportunities in broadcasting, please visit these websites:

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NPR

PBS

CPB (Corporation for Public Broadcasting)

TAB (Texas Association of Broadcasters)

EQUAL EMPLOYMENT OPPORTUNITY

KERA believes that diversity is important to our success. We are committed to equal employment opportunity and all qualified applicants will receive consideration for employment without regard to race, color, national origin or ancestry, sex, sexual orientation, gender identity, gender expression, age, religion, veteran status, disability or any other characteristic or basis protected by law.”

Each job position posted, and reposted by other websites, includes a statement of equal employment opportunity within the text of the description to clearly show KERA’s commitment.

KERA/KXT repeatedly broadcasts weekly spots (radio announcements) related to employment opportunities on our NPR station KERA FM 90.1. We began running these employment related spots in April 2014, and they have continued to date, advertising our employment opportunities, and directing job seekers to our website to find current openings. The spot reads as follows:

“For employment opportunities at KERA and KXT, you can visit [kera \(dot\) org \(slash\) about \(slash\) employment](http://kera.org/about/employment) for information on open positions. KERA / KXT is an equal opportunity employer.”

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Addendum 1 – Address and contact information for Recruiting Sources

<p>Insperty – Bright Move 545 E John Carpenter Fwy, Suite 1200 Irving, TX 75062 Contact: Roger Cabajal 972.871.5982 Roger.cabajal@insperty.com</p> <p>Insperty – Bright Move automatically posts all positions with the following organizations:</p> <p>Better Jobs Direct Employers Association Glassdoor Google Jobs Indeed Joble JustJobs.com OLX Oodle SimplyHired Trovit Yakaz ZipRecruiter</p>	<p>KERA Website (kera.com) KERA Facebook KERA Twitter Employee Referral Current Employee Intern Referral Contractor Referral</p> <p>KERA 3000 Harry Hines Blvd. Dallas, TX 75201 Andrea Somers Director of Talent Recruitment and Retention 214.740.9348 asomers@kera.org</p>
<p>Corporation for Public Broadcasting (CPB) 401 9th Street, NW Washington, DC 20004-2129 www.cpb.org</p>	<p>Publicmediajobs.org (Current) Current – Online 6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 Contact: Advertising Director 301-270-7240, ext. 36 currentnewspaperads@gmail.com publicmediajobs.org</p>

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<p>Journalism websites: Journalism jobs www.Journalismjobs.com</p> <p>Media Bistro http://www.mediabistro.com/joblistings/</p> <p>Poynter Institute http://www.mediajobboard.com/jobseekers/</p> <p>Society of Professional Journalists https://www.spj.org/jobs.asp</p> <p>Online News Association https://careers.journalists.org/jobs/</p>	<p>Diverse Journalists websites: National Association of Black Journalists http://careerservices.nabj.org/</p> <p>National Association of Hispanic Journalists http://nahj.org/category/jobs/</p> <p>Asian American Journalists Association https://secure.aaja.org/careers/</p> <p>South Asian Journalism Association http://saja.org</p> <p>Native American Journalists Association http://www.naja.com/job-listings/</p> <p>National Lesbian and Gay Journalists Association http://www.nlqja.org</p> <p>Association for Women in Communications https://awc.careerwebsite.com/employer/login/?goto=%2Femployer%2Fpost%2F</p>
<p>Texas Workforce Commission 2707 Stemmons Frwy, Suite 150 Dallas, TX 75207-2281 Contact: Placement Supervisor 214-920-3663 fax (214) 920-3617 www.texasworkforce.org</p>	<p>African American Development Officers AADO African American Development Officers (aadonetwork.com)</p> <p>Women of Color in Fundraising and Philanthropy Women of Color in Fundraising and Philanthropy (WOC)® (woc-fp.com)</p>
<p>Texas Association of Broadcasters Ann Arnold Center 502 East 11th Street, Suite 200 Austin, Texas 78701 512-322-9944 fax (512) 322-0522 https://www.tab.org/</p>	<p>Center for Non-Profit Management (CNM) 2902 Floyd St. Dallas, Texas 75204 Tina Weinsurther, Dir. 214/826-3470 www.cnmconnect.org</p>
<p>Glassdoor.com https://www.glassdoor.com/index.htm</p> <p>LinkedIn www.linkedin.com</p> <p>ZipRecruiter www.ziprecruiter.com</p>	<p>Handshake (Colleges) https://app.joinhandshake.com</p> <p>Posts to UNT, UTD and UTA</p> <p>UNT Journalism Facebook Group</p>

North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM
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<p>Diversity Jobs posts to all these sites:</p> <p>https://diversityjobs.com/c/</p> <ul style="list-style-type: none"> • Veteran Jobs.net • LatinoJobs.org • DisabilityJobs.net • WehireWomen.com • African American Hires • All GBTJobs.com • All Hispanic Jobs • All Bilingual Jobs • Asianhires.com 	<p>City Career Fairs – Diversity Career Fairs https://citycareerfair.com info@citycareerfair.com 562-409-0056 Postings: operations@citycareerfair.com 562-863-9042</p> <p>22nd Annual Diversity Employment Day Career Fair held in Dallas, TX 03/19/2021</p>
<p>Indeed Job Search Indeed</p>	<p>SimplyHired Job Search Engine SimplyHired</p>