

**South Texas Public Broadcasting, Inc.
KEDT TV/FM & KVRT FM
3205 South Staples Street
Corpus Christi, Texas 78411**

Annual EEO Report: April 1st, 2021 – March 31st, 2022

South Texas Public Broadcasting, Inc. is an Equal Opportunity Employer

The following are a list of all full-time vacancies filled by the station between:

April 1st, 2021- March 31st, 2022. Each position is identified by job title.

Position: **FM On-Air Host/ News Director** **Date of Hire: 7.13.2021**

- Recruitment Source for Hired: **LinkedIn**

Recruitment sources used to publicize the opening for:

FM Radio On-Air Host / News Director

- American G.I. Forum: National Veterans Outreach Program, Inc.
- Corporation for Public Broadcasting (CPB)
- Del Mar College
- KEDT/Website/Facebook/Twitter
- LinkedIn
- LULAC National Education Service Center
- National Education Telecommunications Association (NETA)
- Texas Association of Broadcasters (TAB)
- Texas A&M University- Central Texas
- Texas A&M University Corpus Christi
- Texas A&M International
- Texas A&M University-Kingsville
- Texas Rehabilitation Commission
- Texas Workforce Commission: Workforce Solutions of the Coastal Bend
- The University of Texas at Austin
- The University of Texas Rio Grande Valley

Total Number Interviewed: **2**

Recruitment Source for All Interviewees:

- **LinkedIn (1)**
- **Texas Workforce Commission: Workforce Solution of the Coastal Bend (1)**

Position: **FM Programming Director**

Date of Hire: **7.19.2021**

- Recruitment Source for Hired: **KEDT/Website/Facebook/Twitter**

Recruitment sources used to publicize the opening for:

FM Programming Director

- American G.I. Forum: National Veterans Outreach Program, Inc.
- Corporation for Public Broadcasting (CPB)
- Current: News for the People in Public Media Magazine
- Del Mar College
- KEDT/Website/Facebook/Twitter
- LULAC National Education Service Center
- National Education Telecommunications Association (NETA)
- Texas Association of Broadcasters (TAB)
- Texas A&M University- Central Texas
- Texas A&M University Corpus Christi
- Texas A&M International
- Texas A&M University-Kingsville
- Texas Rehabilitation Commission
- Texas Workforce Commission: Workforce Solutions of the Coastal Bend
- The University of North Texas
- The University of Texas Rio Grande Valley

Total Number Interviewed: **2**

Recruitment Source for Interviewees:

- **Texas Workforce Commission: Workforce Solutions of the Coastal Bend (1)**
- **KEDT/Website/Facebook/Twitter (1)**

Position: **FM On-Air Host- Morning Edition**

Date of Hire: **2.2.2022**

- Recruitment Source for Hired: **KEDT/Website/Facebook/Twitter**

Recruitment sources used to publicize the opening for:

FM On-Air Host- Morning Edition

- American G.I. Forum: National Veterans Outreach Program, Inc.
- Baylor University
- Corporation for Public Broadcasting (CPB)
- Del Mar College
- KEDT/Website/Facebook/Twitter
- LULAC National Education Service Center
- National Education Telecommunications Association (NETA)
- Stephen F. Austin State University
- Texas Association of Broadcasters (TAB)
- Texas A&M University Corpus Christi
- Texas A&M University-Kingsville
- Texas Rehabilitation Commission
- Texas Workforce Commission: Workforce Solutions of the Coastal Bend
- The University of Texas Rio Grande Valley

Total Number Interviewed: **4**

Recruitment Source for Interviewees:

- **General Referral (1)**
- **Texas Association of Broadcasters (TAB) (2)**
- **KEDT/Website/Facebook/Twitter (1)**

South Texas Public Broadcasting, Inc.: KEDT TV/FM & KVRT FM

Address and Contact Information for Recruiting Sources

American G. I. Forum

National Veterans Outreach Program, Inc.

611 N. Flores, Suite 100
San Antonio, Texas 78205

Baylor University

Career Center

Sid Richerson Bld.
Waco, Texas 76798
www.handshake.com

Corporation for Public Broadcasting (CPB)

CPB Jobline

401 9th Street, NW
Washington, DC
20004-2129
<https://www.cpb.org/jobline>

Current

News for the People in Public Media Magazine

4400 Massachusetts Ave., NW
Washington, D.C. 20016-0122
www.publicmediajobs.org

Del Mar College

Career Resource Center

101 Baldwin Blvd.
Corpus Christi, Texas
Del Mar College Student Employment System: DMC Job Bank
www.delmar.edu/placement

LinkedIn

2009 Stierlin Court
Mountainview, CA 94042
www.linkedin.com

LULAC National Education Service Center

Job Placement Department

400 Mann St. #513
Corpus Christi, Texas 78401-2046
Phone: (361) 883-5134
Fax: (361) 883-8749

National Education Telecommunications Association (NETA)**Careers in Public Media Job Bank**

P.O. Box 50008
Columbia, South Carolina 29250
www.neta.org

South Texas Public Broadcasting, Inc.**KEDT****Facebook/Twitter/Website/FM On-Air Spot**

3205 South Staples Street
Corpus Christi, Texas 78411
www.kedt.org

Stephen F. Austin State University**Center for Career & Professional Development**

Baker Patillo Student Center, Rm 3.302
P.O. Box 6076, SFA Station
Nacogdoches, Texas 75962
www.handshake.com

Texas A&M University-Central Texas**Human Resources**

1001 Leadership Place
Killeen, Texas 76549
www.handshake.com

Texas A&M University Corpus Christi**Career Services**

6300 Ocean Drive
University Center, 304
Phone: 361-825-2628
www.handshake.com

Texas A&M University International**Office of Career Services**

5201 University Blvd.
Student Center 114
Laredo, Texas 78401
www.handshake.com

Texas A&M University-Kingsville

Career Services

700 University Blvd.
MSC 106
Kingsville, Texas 78363
Phone: 361-593-2132
www.handshake.com

Texas Association of Broadcasters (TAB)**TAB Job Bank**

Ann Arnold Center
502 East 11th Street, Suite 200
Austin, TX 78701
Phone: (512) 322-9944
<https://www.tab.org/job-bank>

Texas Rehabilitation Commission**Job Placement Department**

4410 Dillion Lane, Ste. 44
Corpus Christi, Texas 78415

Texas Workforce Commission**Workforce Solutions of the Coastal Bend**

Administrative Offices
520 N. Staples
Corpus Christi, Texas 78401
Office 361-885-3016
Fax 361-885-3025
www.workintexas.com

The University of North Texas**Division of Student Affairs Career Center**

Sage Hall, Suite 202
1167 Union Circle
Denton, Texas 76203
www.handshake.com

The University of Texas at Austin**Career Services**

103 West 24th Street
Austin, Texas 78712
www.handshake.com

The University of Texas Rio Grande Valley

UTRGV Career Center
ESTAC 2.101
Edinburg, Texas 78539
www.handshake.com

*****Not all sources used in each posting; refer to list for each posting for sources used.***

EEO Initiatives:

South Texas Public Broadcasting System, Inc. Staff engaged in the following outreach activities during the period of: April 1, 2021 – March 31, 2022.

Career/ Job Fairs

- **September 30th, 2021:** KEDT Business Manager, Jesenia McQueen participated in the **Texas A&M University Corpus Christi Virtual Business & Liberal Arts Career Expo Major** which was made available to **Texas A&M University Corpus Christi Students** and the general public.
- **October 20th, 2021:** KEDT Business Manager, Jesenia McQueen, Danny Conley, TV Production Manager and Josh Difiore, TV Producer participated in the **Del Mar College S.T.E.M Virtual Fair** which was made available to **Del Mar College Students** and alumni. The event provided an opportunity for students to learn about the business operations of a television and radio station and current job opportunities at KEDT.
- **October 20th, 2021:** KEDT President and General Manager Don Dunlap and Business Manager, Jesenia McQueen participated in the **Texas A&M University-Kingsville Virtual Job Fair** which was made available to **Texas A&M University-Kingsville Students** and alumni.
- **March 23rd, 2022:** TV Production Manager, Danny Conley and TV Producer, Josh Difiore participated in the **Del Mar College Spring 2022 Career Expo** which was made available to **Del Mar College Students** and alumni.

Establishment of Internships

- **Spring 2022:** **South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Texas A&M University Corpus Christi** signed a contract establishing an internship program between the two entities. The internship provides an opportunity for 1 student from Texas A&M University Corpus Christi to work on at the KEDT Studio and gain experience in the field of radio broadcasting and production. A **Texas A&M University student** will work from March 2022 through May 2022 with KEDT FM Staff through the

internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**

- **Spring 2022: South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Del Mar College** established an internship position in the TV Production area for 1 **Del Mar College Student** majoring in the area of Radio & TV Production for the Spring 2022 Semester. The internship would provide the **Del Mar College Student** with hands-on experience in the TV Production field from February 2022 through March 2022.

Listing of Upper Level Job Opening

- **May 2021:** KEDT listed the FM On-Air Host/News Direct and the FM Programming Director job openings on the **CPB (Corporation for Public Broadcasting)** and the **TAB (Texas Association for Broadcasters)** websites for potential employee candidates to view and apply. Both websites make job posting accessible to minorities and women candidates throughout the country.
- **February 2022:** KEDT listed the FM On-Air / Morning Edition Host job opening on the **CPB (Corporation for Public Broadcasting)** and the **TAB (Texas Association for Broadcasters)** websites for potential employee candidates to view and apply. Both websites make job posting accessible to minorities and women candidates throughout the country.

EEO Training for Management

- **April 9th, 2021:** All KEDT Staff participated in a day-long ***Texas Public Media Staff Summit*** which featured training on diversity, equity and inclusion by **NPR Chief Diversity Officer, Keith Woods.**
- **August 3rd -5th, 2021:** KEDT Vice President, Myra Lombardo, and Business Manager, Jesenia McQueen attended the ***Public Media Women in Leadership Virtual Conference.*** The conference focused on mentoring, resilience intersectional feminism and leadership training for women working in public media.

Events Presented by Institutions of Higher Learning

- **May 12th, 2021:** KEDT President & General Manager Don Dunlap, conducted a tour of the KEDT TV & FM Studios and spoke to **Texas A&M University Corpus Christi Students** regarding different careers in the radio and television broadcasting field.
- **November 18th, 2021:** Business Manager, Jesenia McQueen participated in the **Texas A&M University Corpus Christi Employer Panel Discussion** where **Texas A&M University Corpus Christi Students** and Employers discussed different career paths.
- **February 10th, 2022:** KEDT President & General Manager Don Dunlap, conducted a virtual ZOOM presentation to the **Texas A&M University Corpus Christi Media Studies Class** regarding the *Media Industry and Its Careers*.