

**KBTX-TV, KNXG-LD
EEO PUBLIC FILE REPORT**

April 1, 2021-March 31, 2022

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
Account Executive	1-14; 16, 17; 20-26	16
Sales Assistant	1-14-16, 17; 20-26	26
IT/Engineer	1-14-16, 17; 20-26	16
Technical Media Producer	1-14; 16, 17; 20-26	20
Digital Anchor	1-14; 16, 17; 20-26	20
Feature Reporter/Multimedia Journalist	1-14; 16, 17; 20-26	14
Morning Executive Producer	1-14; 16, 17; 20-26	26
Multimedia Journalist	1-14; 16, 17; 20-26	24
Multimedia Journalist	1-14; 16, 17; 20-26	26
Producer/Assignments Editor	1-14; 16, 17; 20-26	24
Multimedia Journalist	1-14; 16, 17; 20-26	20

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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	1
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	5
15	Walk-In	N	1
16	Word of mouth referral	N	4
17	KBTX-TV www.kbtv.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 <i>Source sends postings to other Gray stations.</i>	N	11
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	2
25	TAMU Agricultural Journalism Dr. Randall Sumpter r-sumpter@tamu.edu	N	0
26	www.indeed.com	N	17
TOTAL NUMBER OF INTERVIEWEES DURING REPORTING PERIOD:			41

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>The station gives students from universities and colleges the opportunity to work and learn in a real television environment. During the reporting period, the station had 2 interns, as follows:</p> <p>During Summer 2021, the station had 1 intern in the sports department</p> <p>- During Fall 2021, the station had 1 intern in the weather department</p>
2	Participate in Job Fair	September 9, 2021 – KWTX organized the McLennan County Discover Your Career Fair. Career fair featured employers from the industrial, commercial, governmental, and social sectors from the surrounding areas. Station representatives included the General Manager, General Sales Manager, Local Sales Manager and EEO Officer. KWTX had a table advertising for open positions for KWTX and KBTX.
3	Participate in Job Fair	October 20, 2021 – Representatives from news, sales, production, admin departments of KBTX manned a booth at the Youth to Career Fair. The goal of this day is to educate 8 th graders on what classes they need to take when they get in high school in order to be prepared to work in the media industry.
4	Participate in Job Fair	December 7, 2021 – KWTX organized the McLennan County Discover Your Career Fair. Career fair featured employers from the industrial, commercial, governmental, and social sectors from the surrounding areas. Station representatives included the General Manager, General Sales Manager, Local Sales Manager and EEO Officer. KWTX had a table advertising for open positions for KWTX and KBTX.
5	Event or program sponsored by educational institution relating to broadcasting careers	April 7, 2021 – 60 students from the journalism programs at the University of North Texas attended a virtual presentation by station News Director discussing careers in broadcast and digital news.
6	Event or program sponsored by educational institution relating to broadcasting careers	December 8, 2021 – 45 community leaders affiliated with the Bryan-College Station Chamber of Commerce attended a presentation led by the News Director about the daily operations of the KBTX newsroom and its role in the larger broadcast industry.

7	Event or program sponsored by educational institution relating to broadcasting careers	February 14, 2022 – 46 members of the Junior Leadership Brazos program attended their weekly meeting with a focus on television broadcasting. Members are Brazos County high school juniors. Presentation was led by station Evening News Anchor that led a discussion about broadcasting and careers in the broadcast industry.
8	EEO Training	May 11, 2022 – June 10, 2022 – Production Operations Manager and Assistant 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.
8	EEO Training	February 17, 2022 - Office Manager/EEO Officer participated in a training on compliance with the FCC’s EEO Rules and Regulations provided by our FCC counsel.