



**List of all full-time jobs filled for the 12 month period of January 2020 to
December 2020**

KWED had no full-time positions filled in 2020. We did hire a part-time seasonal employee, Karen Birkik. Karen was hired on a temporary basis to help provide some support to the sales team. She was hired mid-January and she left on May 31. Birkik was an unusual hire for us. We did not have position open when she stopped by the station, but she had sales experience at another station in San Antonio, and we hired her to support our sales team on a temporary basis.

**KWED's does maintain a list of recruitment sources for full-time job vacancies.
Here's the updated list for 2020:**

TEXAS ASSOCIATION OF BROADCASTERS 512-322-9944

SEGUIN MLK DAY PLANNING COMMITTEE (REGINA LEE) 830-660-4413

SEGUIN BRANCH NAACP (JOE PATTERSON) 830-865-0043

TEXAS LUTHERAN UNIVERSITY 830-372-8000

SEGUIN DAILY NEWS (NEWSPAPER, PRISCILDA RODRIGUEZ) 830-379-2234

SEGUIN AREA CHAMBER OF COMMERCE 830-379-6382 (KENDY GRAVETT)

SEGUIN-GUADALUPE COUNTY HISPANIC CHAMBER OF COMMERCE 830-372-0620



Recruitment initiatives for the 12 month period of January 2020 to December 2020

1. KWED actively recruited qualified individuals through a job fair held in February. Our recruitment efforts were adversely impacted by the COVID-19 pandemic.
2. KWED helped to sponsor mostly virtual events in the community designed to increase awareness about the station and the opportunities that are available there.
 - On February 13, we participated in an in-person job fair hosted by the Seguin Area Chamber of Commerce. General Manager Darren Dunn conducted on-site interviews during the event. We also allowed people to take fill out applications at our trade show booth.
 - We did not offer station tours in 2020, because of the COVID-19 pandemic.