

KCEN-TV, KAGS-LD
EEO PUBLIC FILE REPORT
March 22, 2016 - March 21, 2017

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
Multi Media Journalist	1-6, 11, 14-18, 21, 24, 26	26
Meteorologist	1, 3-6, 11, 14-18, 20-21, 24, 26	26
Multi-Platform Producer	1-6, 9, 11-12, 14-18, 21, 24-25	17
Multi-Skilled Journalist/Anchor	1-6, 9, 12, 14-15, 17, 21, 24-26	4
Account Executive	1-3, 5-12, 14-15, 17-24	14
Multi-Skilled Journalist and Anchor	1-12, 14-18, 20-21, 23-24	17
Multi-Skilled Journalist	1-12, 14-18, 21-24	17
Multi Skilled Journalist	1, 3-13, 15-18, 20-21, 23-24	17
Creative Marketing Producer	1, 3-12, 14-18, 20-21, 23-24, 26	26
Anchor/Multi Skilled Journalist	1, 3-13, 15-18, 20-21, 23, 26	13
Sports Anchor-Multi Skilled Journalist	1, 3-8, 10, 12-13, 15-18, 20-21, 23-24	13
Multi-Skilled Journalist	1, 3-8, 10, 12, 14-18, 20-21, 23-24	17
Meteorologist	1, 3-12, 14-18, 20-21, 23-24	4
Account Manager	1, 3-8, 10-12, 14-18, 20-21, 23-26	26
Account Manager	1, 3-8, 10-12, 14-18, 20-21, 23-26	11
Multi- Content Editor	1, 3-8, 10-12, 14-18, 20-25	17
Digital Content Producer	1, 3-8, 10-13, 15-18, 20-21, 23-25	17

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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 Reporting Period
1	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Baylor University One Bear Pl #97036 Waco, Texas 76798 Phone : 254-710-3771 Career Services Manual Posting	N	0
3	Broadbean Network 601 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	5
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
6	Connecticut School of Broadcasting 9600 Great Hills Trl Ste 200E Austin, Texas 78759 Phone : 512-340-1420 Email : csbaustin@gocsb.com Randy Ahrens	N	0
7	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginald Gates	N	0

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8	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0
9	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
10	Houston NAACP 2002 Wheeler St Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Job Listings	N	0
11	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	4
12	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
13	KAGS Website 2800 S Texas Ave Ste 110 Bryan, Texas 77802 Phone : 254-859-5481 Job Listings Manual Posting	N	2
14	KCEN Website 314 S Interstate 35 Eddy, Texas 76524 Phone : 254-859-5481 Job Listings Manual Posting	N	1

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15	LULAC Central Texas 102 E Central Ave Temple, Texas 76501 Phone : 254-931-0826 Email : tacomart49@yahoo.com David Martinez	N	0
16	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
17	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	21
18	Temple NAACP P.O. Box 157 Temple, Texas 76503 Phone : 254-778-2909 Email : vleak97177@aol.com William Leak	N	0
19	Texas A&M University-Central Texas 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-519-5400 Career Office Manual Posting	N	0
20	Texas A&M University-College Station 1233 TAMU 209 Koldus College Station, Texas 77843 Phone : 979-845-5139 Career Office Manual Posting	N	0
21	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0

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22	Texas State Technical College 3801 Campus Dr Waco, Texas 76705 Phone : 800-792-8784 Rob Wolaver Manual Posting	N	0
23	Texas Workforce Commission 1416 New Rd Waco, Texas 76711 Phone : 254-754-5421 Job Listings Manual Posting	N	0
24	University of Mary Hardin-Baylor 900 College St Belton, Texas 76513 Phone : 254-295-8642 Don Owens Manual Posting	N	0
25	University of Texas 1 University Station A0901 CMA3-102 Austin, Texas 78712 Phone : 512-471-9421 Christina Worle Manual Posting	N	0
26	Word of Mouth Referral	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/7/2016	Participation in Job Fairs	On April 7, 2016, the SEU participated in the HYPE (Helping Youth Prepare for Employment) Career Expo sponsored by Workforce Solutions Brazos Valley at the Brazos County Expo Center in Bryan, TX and held for Juniors and Seniors from high schools throughout the Brazos Valley area. Station participants included our Station Manager who distributed information about the station and career opportunities in broadcasting.	9	Station Manager Anchors (3) Reporters (3) Sales Staff (2)
2	4/30/2016	Participation in events sponsored by community groups	On April 30, 2016, the SEU participated in the Bloomin' Temple Festival hosted by the City of Temple held in Downtown Temple, TX. Station participants included our Marketing Director who distributed information on current community outreach activities, job opportunities, careers at the station and in broadcasting.	3	Director of Marketing Reporter Reporter
3	5/10/2016	Participation in events or programs sponsored by educational institutions	On May 10, 2016, the SEU hosted a station tour and spoke to the Bryan ISD Audio High School class students. Station participants included the Station Manager and News Director who distributed information about the station and career and job opportunities in broadcasting.	4	Station Manager News Director Production Manager Creative Assistant
4	8/4/2016	Participation in Job Fairs	On August 4, 2016, the SEU participated in Hood Howdy - A Newcomers Information and Mini Career Fair on post at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director who distributed information about the station, job opportunities, and careers in broadcasting.	4	Director of Marketing News Anchor Meteorologist News Reporter
5	9/8/2016	Participation in events or programs sponsored by educational institutions	On September 8, 2016, one of our Evening Anchors spoke at the Boys and Girls Club of Brazos "Great Futures" event and addressed students about careers in broadcasting and talked about her career path.	1	Anchor

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6	9/20/2016	Participation in events sponsored by community groups	On September 20, 2016, the SEU participated in the 32nd Annual Military Appreciation Luncheon- hosted by The Temple Chamber of Commerce. The General Manager and Marketing Director distributed information about the station, community outreach efforts, job opportunities, and careers in broadcasting.	4	General Manager Dir. of Marketing News Anchor Meteorologist
7	10/1/2016	Participation in events sponsored by community groups	On October 1, 2016, the SEU participated in the USO Anniversary Gala and Camp Show on post at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director who distributed information about the station, job opportunities, and careers in broadcasting.	1	Director of Marketing
8	10/13/2016	Participation in events or programs sponsored by educational institutions	On October 13, 2016, one of our Morning Anchors spoke to students at Cameron High School Career Day. He spoke to students about his career path and opportunities in broadcasting.	1	Anchor
9	11/17/2016	Participation in events sponsored by community groups	On November 17, 2016, one of our Meteorologists spoke to Texas A&M University employees at the General Services Complex. He presented a weather safety program to the University's safety group. He also spoke about the station, careers in broadcasting, and answered weather related questions.	1	Meteorologist
10	11/21/2016	Participation in events sponsored by community groups	On November 21, 2016, one of our Morning Anchors spoke to the Cameron Lions and Rotary Club. He spoke to both groups about his career path, explained the history of the station, opportunities in broadcasting, and current community outreach activities.	1	Anchor
11	11/21/2016	Participation in events or programs sponsored by educational institutions	On November 21, 2016, one of our Evening Anchors spoke to River Valley Middle School via Skype and gave a virtual tour of the station. He spoke to students about careers in broadcasting and gave a Q&A session as well.	1	Anchor

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12	12/8/2016	Participation in events sponsored by community groups	On December 8, 2016, the SEU was recognized by the Texas Workforce Solutions Brazos Valley at the annual Texas Workforce Conference in Houston, TX. The Station Manager attended the event and distributed information on current community outreach activities, job opportunities, careers at the station and in broadcasting.	1	Station Manager
13	1/25/2017	Participation in events sponsored by community groups	On January 25, 2017, one of our Morning Anchors appeared on 1230 News Talk Radio on a forum located at the Coffee Shop Café in McGregor, TX. He spoke about the station and careers in broadcasting, how broadcasts are prepared, and answered questions from the audience about his career path.	1	Anchor
14	1/26/2017	Participation in events or programs sponsored by educational institutions	On January 26, 2017, the SEU participated in the Connally High School Career Day in Lacy Lakeview, TX. Three of our Anchors spoke to students about the station and career opportunities in broadcasting.	3	Sports Anchor Meteorologist Reporter
15	2/10/2017	Participation in Job Fairs	On February 10, 2017, the SEU participated in Hood Howdy - A Newcomers Information and Mini Career Fair on post at Fort Hood, TX. Event attendees included soldiers, military spouses, and eligible family members. Station participants included our Marketing Director who distributed information about the station, job opportunities, and careers in broadcasting.	1	Director of Marketing
16	2/17/2017	Participation in events or programs sponsored by educational institutions	On February 17, 2017, the SEU participated in the Workforce Solutions Career Day hosted by Temple College. Three station Anchors spoke at the Fine Arts session with Juniors and Seniors from local High Schools. They discussed degrees earned, career paths, employment at the station, and opportunities in broadcasting.	3	Meteorologist Reporter Sports Anchor

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17	2/23/2017	Sponsorship of events in the community designed to increase public awareness	On February 23, 2017, the SEU sponsored and hosted the Temple Chamber of Commerce Business After Hours event at the station facility. The event was open to Chamber members and other members of the local community. Station participants include the Station Manager, News Director, Marketing Director, Director of Technology, and other employees were on site to speak and answer questions about the station, careers in broadcasting, and community outreach activities.	40	Station Manager News Director Director of Marketing Director of Technology
18	3/7/2017	Participation in events or programs sponsored by educational institutions	On March 7, 2017, one of our Reporters spoke to the National Broadcasting Society (NBS) at Sam Houston State University in Huntsville, TX. She spoke about the station and careers in broadcasting. She also participated in a Q&A session with the students about story ideas, journalism, and her career path.	1	Reporter