EEO PUBLIC FILE REPORT

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I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Recruitment Sources (RS) Used to Fill Vacancy 1-11, 13-19, 21, 23-33, 39, 42 1-11, 13-19, 21, 23-33, 39, 42 1-33, 38, 39, 42 1-33, 38, 39, 42 1-33, 38, 39, 42 1-33, 38, 39, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	RS Referring Hiree
1-11, 13-19, 21, 23-33, 39, 42 1-33, 38, 39, 42 1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	27 33 32 33 33 33 33 33 33
1-33, 38, 39, 42 1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	27 33 32 33 33 33 33 33 33
1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	33 32 33 33 33 33 33 33
32, 33, 42 1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	33 33 33 33 33 33
1-33, 38, 39, 42 32, 33, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	33 33 33 33 33
32, 33, 42 1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	33 33 33
1-33, 38, 39, 42 1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	33
1-33, 38, 39, 40, 42 1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	33
1-33, 38, 39, 42 1, 2, 4-11, 13-22, 24-33, 42	
	32
1, 2, 4-11, 13-22, 24-33, 42	32
32, 33, 42	33
32, 33, 42	33
1, 2, 4-11, 13-22, 24-33, 42	33
1, 2, 4-11, 13-22, 24-33, 42	33
1, 2, 4-11, 13-22, 24-33, 42	32
1, 2, 4-11, 13-22, 24-33, 42	32
1, 2, 4-11, 13-22, 24-33, 42	33
1, 2, 4-11, 13-22, 24-33, 42	44
1, 2, 4-11, 13-22, 24-33, 42	33
	32, 33, 42 1, 2, 4-11, 13-22, 24-33, 42

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II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

				· ·		
*Source <u>Number</u>	<u>Organization</u>	Contact Per	Mailing/Email Adress	<u>Website</u>	Phone Number	Number of Interviews
COMMU	JNITY SOURCES	1				
1*	American Broadcasting School	Michelle McConnell	712 N Watson RD., Arlington, TX 76011 / michelle@radioschool.com		817-685-2474	
2*	Angelo State University	Recruiting Source	ASU Station #11026, San Angelo. TX 76904 / career.development@angelo.ed u		325-942-2255	
3	Baylor University	Michelle Conhenour	hireabear@baylor.edu	handshake.com	254-710-8666	4
4	Cen-Tex Hispanic Chamber	Cecilia Pena	501 Franklin Ave Ste. 806 Waco, TX 76701 cecilia@wacohispanicchambe r.com		254-754-7111	
5*	Colorado State University		105 Ammons Hall Ft. Collins, CO 80523-8008	handshake.com	970-491-1111	
6*	Connecticut School of Broadcasting	Richard Crane	130 Birdseye Rd. Farmington, CT 06032 / ahoops@gocsb.com		860-677-7577	
7 *	Division of Vocational Rehabilitation	Debra Leffler	2204 SE Washington St. Idabel, Ok 74745 dieffler@okdrs.gov		800-487-4042	
8	Heart of Texas Black Chamber	Kim Julia	PO Box 1485 Waco, TX 76703-1485 info@centexchamber.com		254-751-1057	
9*	Jobstar	Julia Humphrey	Fax: 325-676-4823		325-734-3612	
10*	LA Reporters Clinic	1	mrjackson41@hotmail.com		805-915-8712	
11*	Laredo Community College	Gloria Perez	gloria.perez@laredo.edu		956-721-5135	

40	мсс			https://www.collegecentral.	006 206 7245	
12	MICC			com/mclennan	806-206-7215	
			3410 Taft Blvd., Wichita Falls,			
			TX 76308 /			
4 O t	Midwestern State	Sarah Ward	careermanagement@mwsu.e		040 207 4407	
13*	University	Saran waru	<u>u</u>		940-397-4407	
			1000 National Press Building			
	National Association of		Washington, DC 20045			
14	Hispanic Journalists	Mark Botero	jobbank@nahj.org	www.nahicareercenter.com	888-975-1386	
			360 Student Union, Stillwater,			
	Oklahoma State	Career	OK 74078 /			
15*	University	Services	careers@okstate.edu		405-744-2242	
	Public Private	Shannon				
16*	Partnership Office	Jackson	shannon.s.jackson.ctr@mail.mil		580-558-7101	
	Consideration Advisoration	Michael	100 W Hill Ct 10			
17*	Southwest Adventist University	Michael Agee	100 W. Hillcrest St. Keene, TX 76059 magee@swau.edu		817-202-6883	
1.1	Ornivorsity	, 'goc	177 10000 magee@swau.edd		017-202-0000	
			209 John J Koldus Bldg 209			
18*	Texas A&M University	N/A	College Station, TX 77843		979-845-5139	
	Toven A	\	502 E 11th St. Ste. 200,			
19	Texas Association of Broadcasters	Anna Romero	Austin, TX 78701 / anna.romero@tab.org		512-322-9944	:
19	Dioadoasters	Tomero	arma.romerougiab.org		312-322-9944	
			601 University Dr., San			
			Marcos, TX 78666 / Fax: 512-			
			245-3996 /			
20	Texas State University		careerservices@txstate.edu		512-245-2111	
		Derrick	PO Box 43082, Lubbock, TX			
21*	Texas Tech University	Ginter	79409 derrick.ginter@ttu.edu		806-742-6500	
22			3801 Campus Dr. Waco, TX		1	
	Teto		76705		NI/A	
	тѕтс	Mark	76705	www.hiretstc.com	N/A	
		Mark Holloway	76705			
	TV Jobs	Holloway	76705	www.hiretstc.com www.tvjobs.com	N/A 800-374-0119	
23	TV Jobs United Methodist	Holloway Robin			800-374-0119	
23	TV Jobs	Holloway	76705 wesleyumc2007@sbcglobal.net			
23 24*	TV Jobs United Methodist	Holloway Robin	wesleyumc2007@sbcglobal.net		800-374-0119	
23	TV Jobs United Methodist Church	Holloway Robin	wesleyumc2007@sbcglobal.net UMHG Bay 8415 Belton, TX		800-374-0119	
23 24*	TV Jobs United Methodist	Holloway Robin	wesleyumc2007@sbcglobal.net		800-374-0119	
23 24*	TV Jobs United Methodist Church University of Mary	Holloway Robin Combs	wesleyumc2007@sbcglobal.net UMHG Bay 8415 Belton, TX 76513		800-374-0119 254-754-1822	
23	TV Jobs United Methodist Church University of Mary	Robin Combs Don Owens	wesleyumc2007@sbcglobal.net UMHG Bay 8415 Belton, TX 76513		800-374-0119 254-754-1822	
23 24* 25	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New	Robin Combs Don Owens Mary	wesleyumc2007@sbcglobal.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque,	www.tvjobs.com	254-754-1822 254-295-7696	
23 24* 25	TV Jobs United Methodist Church University of Mary Harden-Baylor	Robin Combs Don Owens	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu	www.tvjobs.com	800-374-0119 254-754-1822	
23 24* 25	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New Mexico	Robin Combs Don Owens Mary	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu PO Box 310859, Denton, TX	www.tvjobs.com	254-754-1822 254-295-7696	
23 24* 25 26*	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New Mexico University of North	Robin Combs Don Owens Mary Bibeau	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu PO Box 310859, Denton, TX 76203 /	www.tvjobs.com	800-374-0119 254-754-1822 254-295-7696 505-277-1903	
23 24* 25 26*	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New Mexico	Robin Combs Don Owens Mary	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu PO Box 310859, Denton, TX	www.tvjobs.com	254-754-1822 254-295-7696	
23 24* 25 26*	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New Mexico University of North	Robin Combs Don Owens Mary Bibeau	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu PO Box 310859, Denton, TX 76203 /	www.tvjobs.com	800-374-0119 254-754-1822 254-295-7696 505-277-1903	
23 24* 25 26*	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New Mexico University of North	Robin Combs Don Owens Mary Bibeau	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu PO Box 310859, Denton, TX 76203 /	www.tvjobs.com	800-374-0119 254-754-1822 254-295-7696 505-277-1903	
23 24*	TV Jobs United Methodist Church University of Mary Harden-Baylor University of New Mexico University of North	Robin Combs Don Owens Mary Bibeau	wesleyumc2007@sbcglobaf.net UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu 1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvise@unm.edu PO Box 310859, Denton, TX 76203 /	www.tvjobs.com	800-374-0119 254-754-1822 254-295-7696 505-277-1903	

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			609 SW B Ave Ste 2 Lawton,			
			OK 73501-3907 Fax: 580-357-			
29*	Veterans Service Center		9629		580-357-7280	
20	VOLGIGINO OCIVICO OCIVICI		0020		340-337-7200	
		Recruiting	WTAMU Box 60747 Canyon,			
30*	West Texas A&M	Source	TX 79016		806-651-2412	
	Workforce Solutions for					
31	the Heart of Texas	Mark Ashlev	mark.ashlev@hotworkforce.com		254-296-5270	1
	NAL SOURCES	,				*
					•	
			201 Monroe St., Montgomery,			
	Raycom / KXXV		Al 36106,	www.kxxv.com		
32	Website		jrenfrow@raycommedia.com	www.raycommedia.com	(334) 206-1510	18
			10 10 10000000000000000000000000000			
İ	Employee		•			
33	Referral/Word of Mouth					18
			0.00 1.14		†	
İ			9102 N Meridian St. Ste 150,			
	Seciety of Brandanat		Indianapolis, IN 46260 /			
24	Society of Broadcast Engineers	1	contact@broadcast1source.co		247 046 0000	
34 35	News Blues		m	www.sbe.org	317-846-9000	
36	Station Index			www.newsblues.com		
37	Internal Candidate			www.stationindex.com		***************************************
38	Indeed					
39	Oklahoma University			www.indeed.com		6
40	Linkedin			www.handshake.com		
41	Rick Gevers & Assoc			www.linkedin.com		
41	Nick Gevers & Assoc	T		www.rickgevers.com		
42	KXXV On Air Promotion	Tonya Castillo				
42	RXXV OITAR 3 TORIOROT	Castillo				
	Misc. Website - Station			Station does not post job		
43	did not post to website			specific information		1
				Station does not post job		
44	Glassdoor.com			specific information		1
					 	
					1	
				<u> </u>	Total	54

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Ongoing

Describe Nature of Initiative:
KXXV/KRHD-CD personnel speaking engagements
KXXV/KRHD-CD employees speak at various events throughout the year, as well as emcee/host events
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
TEEX Fire School at Texas A&M H.O.T. Fair PRSA Chapter Media Panel Discussion; AEJMC Conference, Chicago, IL; Baylor University Lecture to Advance Public Relations Classes about Digital Future, Waco, Tx; Limestone County Skywarn Meeting, Groesbeck, Tx; Bell County Skywarn Meeting, Belton, Tx; Williams/Lovett Ledger Elementary School, Copperas Cove, Tx; Leon County Skywarn Meeting, Centerville, Tx; Palm Desert High School, Palm Desert, CA; Lakewood Elementary School, Belton, Tx; Sacred Heart of San Francisco (via Facetime); Kendrick Elementary; Connally Junior High School; Meadows Elementary School; Baylor University (Advanced PR Class & Media Communications); University of North Texas Speaking engagements included discussions involving: Meteorology and the weather, Covering and reacting to breaking news, Digital Media and Broadcast Television

Names of Station Personnel involved in Initiative:

Sylvia Villarreal - Executive Producer Scott Sanford – Producer Mayra Monroy - News Content Specialist

Jeff Forgeron – Meteorologist

Taylor Durden - Reporter/Weekend Anchor

Date(s) of Initiative Event(s):

Emily Baird – Marketing Director

Eric Duncan – General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing
Describe Nature of Initiative:
KXXV/KRHD-CD Station Tours
KXXV/KRHD-CD employees speak about what their job entails and answer questions about what it is like to work in Broadcast Television
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Station Tours (2) given to Midway ISD Station Tours (2) given to Baylor Lifelong Learners Group (Retiree Program) Station Tours (2) given to Woodway Christian School

Names of Station Personnel involved in Initiative:

Eric Duncan - General Manager

Sylvia Villareal – Executive Producer

Emily Baird – Marketing Director

Ann Harder - Anchor

Randy Lee - Director of Technology

Matt Hines - Chief Meteorologist

Erin Moran – Meteorologist

Charlie Haldeman - News Director

Robert Garcia - News Operations Manager

Grant Farek - Creative Producer

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Date(s) of Initiative Event(s): May 3, 2017
Describe Nature of Initiative:
2017 Heart of Texas Goodwill's May Job Fair
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
KXXV/KRHD-CD sponsored a booth at the 2017 H.O.T Goodwill Job Fair
Names of Station Personnel involved in Initiative:
Emily Baird – Marketing Director
Robert Garcia – Production Manager
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Date(s) of Initiative Event(s): October 17, 2017
Describe Nature of Initiative:
EEO Webinar / Training
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Attended Webinar Training on EEO matters. Webinars were conducted by Raycom Media. The webinars covered requirements for EEO recruitment and reporting.
Names of Station Personnel involved in Initiative:
Tonya Castillo, BOC/HR/EEO Coordinator

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Date(s) of Initiative Event(s): November 28, 2017
Describe Nature of Initiative:
EEO Webinar / Training
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Attended Webinar Training on EEO matters. Webinars were conducted by Raycom Media. The webinars covered requirements for EEO recruitment and reporting.
Names of Station Personnel involved in Initiative:
Tonya Castillo, BOC/HR/EEO Coordinator

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Date(s) of Initiative Event(s): March 20, 2018
Describe Nature of Initiative:
University of North Texas Recruiting Visit
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
KXXV/KRHD-CD General Manager, Eric Duncan and Executive Producer, Sylvia Villareal went to the University of North Texas' recruiting event to recruit employees for KXXV/KRHD-CD
Names of Station Personnel involved in Initiative:
Eric Duncan – General Manager Sylvia Villareal – Executive Producer

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Date(s) of Initiative Event(s): March 22, 2018
Describe Nature of Initiative:
TSTC Industry Career Fair 2018
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
KXXV/KRHD-CD sponsored a booth at the 2018 TSTC Career Fair
Names of Station Personnel involved in Initiative:
Emily Baird – Marketing Director
Grant Farek – Creative Producer

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Date(s) of Initiative Event(s): March 27, 2018
Describe Nature of Initiative:
McLennan Community College McLennan Career Fair 2018
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
KXXV/KRHD-CD sponsored a booth at the 2018 McLennan Career Fair
Names of Station Personnel involved in Initiative:
Emily Baird – Marketing Director Grant Farek – Creative Producer