



# KXXV/KRHD-CD

## EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

### II. MASTER LIST OF RECRUITMENT SOURCES

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

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
<b>COMMUNITY SOURCES</b>						
1*	American Broadcasting School	Michelle McConnell	712 N Watson RD., Arlington, TX 76011 / <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>		817-685-2474	
2*	Angelo State University	Recruiting Source	ASU Station #11026, San Angelo, TX 76904 / <a href="mailto:career.development@angelo.edu">career.development@angelo.edu</a>		325-942-2255	
3	Baylor University	Michelle Conhenour	<a href="mailto:hireabear@baylor.edu">hireabear@baylor.edu</a>	handshake.com	254-710-8666	4
4	Cen-Tex Hispanic Chamber	Cecilia Pena	501 Franklin Ave Ste. 806 Waco, TX 76701 <a href="mailto:cecilia@wacohispanicchamber.com">cecilia@wacohispanicchamber.com</a>		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 / <a href="mailto:ahoops@gocsb.com">ahoops@gocsb.com</a>		860-677-7577	
7*	Division of Vocational Rehabilitation	Debra Leffler	2204 SE Washington St. Idabel, Ok 74745 <a href="mailto:dieffler@okdrs.gov">dieffler@okdrs.gov</a>		800-487-4042	
8	Heart of Texas Black Chamber	Kim	PO Box 1485 Waco, TX 76703-1485 <a href="mailto:info@centexchamber.com">info@centexchamber.com</a>		254-751-1057	
9*	Jobstar	Julia Humphrey	Fax: 325-676-4823		325-734-3612	
10*	LA Reporters Clinic	Jay Jackson	<a href="mailto:mriackson41@hotmail.com">mriackson41@hotmail.com</a>		805-915-8712	
11*	Laredo Community College	Gloria Perez	<a href="mailto:gloria.perez@laredo.edu">gloria.perez@laredo.edu</a>		956-721-5135	

12	MCC			<a href="https://www.collegecentral.com/mclennan">https://www.collegecentral.com/mclennan</a>	806-206-7215	
13*	Midwestern State University	Sarah Ward	3410 Taft Blvd., Wichita Falls, TX 76308 / careermanagement@mwsu.edu		940-397-4407	
14	National Association of Hispanic Journalists	Mark Botero	1000 National Press Building Washington, DC 20045 jobbank@nahj.org	<a href="http://www.nahicareercenter.com">www.nahicareercenter.com</a>	888-975-1386	
15*	Oklahoma State University	Career Services	360 Student Union, Stillwater, OK 74078 / careers@okstate.edu		405-744-2242	
16*	Public Private Partnership Office	Shannon Jackson	shannon.s.jackson.ctr@mail.mil		580-558-7101	
17*	Southwest Adventist University	Michael Agee	100 W. Hillcrest St. Keene, TX 76059 magee@swau.edu		817-202-6883	
18*	Texas A&M University	N/A	209 John J Koldus Bldg 209 College Station, TX 77843		979-845-5139	
19	Texas Association of Broadcasters	Anna Romero	502 E 11th St. Ste. 200, Austin, TX 78701 / anna.romero@tab.org		512-322-9944	2
20	Texas State University		601 University Dr., San Marcos, TX 78666 / Fax: 512-245-3996 / careerservices@txstate.edu		512-245-2111	
21*	Texas Tech University	Derrick Ginter	PO Box 43082, Lubbock, TX 79409 derrick.ginter@ttu.edu		806-742-6500	
22	TSTC		3801 Campus Dr. Waco, TX 76705	<a href="http://www.hiretstc.com">www.hiretstc.com</a>	N/A	
23	TV Jobs	Mark Holloway		<a href="http://www.tvjobs.com">www.tvjobs.com</a>	800-374-0119	1
24*	United Methodist Church	Robin Combs	wesleyumc2007@sbcglobal.net		254-754-1822	
25	University of Mary Harden-Baylor	Don Owens	UMHG Bay 8415 Belton, TX 76513 careerservices@umhb.edu		254-295-7696	
26*	University of New Mexico	Mary Bibeau	1 University of New Mexico MSC03 2240 Albuquerque, NM 87131 cjadvice@unm.edu		505-277-1903	
27	University of North Texas	Dan Naegeli	PO Box 310859, Denton, TX 76203 / careercenter@unt.edu		940-565-2105	2
28*	University of Texas	Christina Worle	1 University Station, A0901 CMA 3102, Austin, TX 78712 ccsmain@austin.utexas.edu		512-417-9421	



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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 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  
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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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

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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## **EEO PUBLIC FILE REPORT**

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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

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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## **EEO PUBLIC FILE REPORT**

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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

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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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

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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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

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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### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

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