

KNCT-TV, KWTX-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 28, 2024

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
DIGITAL NEWS CONTENT PRODUCER - KWTX	1-7, 9-10, 12, 16-34, 36-40	9
MMJ/PRODUCER - KWTX	1-6, 8-10, 12, 16-19, 21-34, 36-40	8
NEWS PRODUCER (PRIMARY) - KWTX	2, 4-5, 8-10, 12-14, 16-19, 21-34, 36, 39	8
MULTIMEDIA JOURNALIST - KWTX	2, 4-6, 8-12, 14-18, 22-30, 32-34, 36, 39	14
MULTIMEDIA JOURNALIST - KWTX	2, 4-6, 8-12, 14-18, 22-30, 32-34, 36, 39	8
NEWS PRODUCER (PRIMARY) - KWTX	8-9, 12, 15	12
DIGITAL NEWS CONTENT PRODUCER - KWTX	1-5, 8-10, 12, 16-19, 22-28, 30-36, 39	35
METEOROLOGIST (W/END) - KWTX	2, 5-6, 8-10, 12, 16-17, 22-26, 32-34, 36, 39	8

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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	Association for Women in Communications 1717 E. Republic Rd Springfield, Michigan 65804 Phone : 417-886-8606 Client Services Manual Posting	N	0
2	Baylor University Career Center Sid Richardson Building 1416 3rd St Waco, Texas 76798 Phone : 254-710-3771 Jeffrey Stubbs Manual Posting	N	0
3	Brazos County NAACP Brazos County Chapter NAACP Bryan, Texas 77803 Phone : 979-402-1095 Email : brazoscountynaacp@gmail.com Ebony Knight	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
5	Central Texas College PO Box 1800 Killeen, Texas 76540 Phone : 254-526-1106 Keisha Holman Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Michael Bille Manual Posting	N	0
7	Did not indicate (Source Unknown)	N	1
8	Employee Referral	N	8

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9	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	17
10	Heart of Texas Workforce Commission 1416 S. New Road TX Waco, Texas 76711 Phone : 254-296-5205 Email : berenice.gonzalez@hotworkforce.com Berenice Gonzalez	N	0
11	Indeed.com	N	1
12	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	9
13	Internal Candidate	N	1
14	Linked In	N	2
15	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	3
16	McLennan Community College 1400 College Drive Waco, Texas 76708 Phone : 254-299-8681 Tina Lyles Manual Posting	N	0
17	Mississippi State University PO Box 750256 Dallas, Texas 39762 Phone : 662-325-3344 Email : lneal@career.msstate.edu Leslie Neal	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	NAB Broadcast Career Link 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5497 Client Services Manual Posting	N	0
19	National Association of Hispanic Journalists 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-853-7760 Client Services Manual Posting	N	0
20	None indicated (Source Unknown)	N	1
21	Other Source	N	3
22	Rice University 6100 Main Street Houston, Texas 77005 Phone : 713-348-4055 Ann Griffin Manual Posting	N	0
23	Sam Houston State University SHSU Box 2207 Huntsville, Texas 77340 Phone : 936-294-1713 Vinessa Mundorff Manual Posting	N	0
24	Southern Methodist University PO Box 750333 Dallas, Texas 75275 Phone : 214-768-2000 Career Management Manual Posting	N	0
25	TAB.org 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Job Board Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Texas A&M University Career Center John Koldus Building RM 209 College Station, Texas 77843 Phone : 979-862-6708 Sarah Bugh Manual Posting	N	0
27	Texas State Technical College 3801 Campus Drive Waco, Texas 76705 Phone : 254-867-2067 Email : kacey.darnell@tstc.edu Kacey Darnell	N	0
28	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2529 Laurie Fluker Manual Posting	N	0
29	Texas Tech University Career Center Box 45006 Lubbock, Texas 79409 Phone : 806-742-2011 Email : lewis.snell@ttu.edu Lewis Snell	N	0
30	Texas Women's University 304 Administration Drive Denton, Texas 76204 Phone : 940-898-2950 Mallory Metz Manual Posting	N	0
31	Texas Workforce Commission 3823 Cartwright RD Missouri City, Texas 77459 Phone : 346-341-7390 Job Board Manual Posting	N	0
32	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Broadcast Employment Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of North Texas PO Box 310589 Denton, Texas 76203 Phone : 940-565-2537 Brian Hirsch Manual Posting	Y	0
34	University of Texas 110 Inner Campus Drive Austin, Texas 78705 Phone : 512-471-3434 Carolina Mutz Manual Posting	N	0
35	Unknown (source not adequately identified upon inquiry by SEU)	N	2
36	UT San Antonio One UTSA Circle San Antonio, Texas 78249 Phone : 210-48-4589 Dionne Davila Manual Posting	N	0
37	Waco Tribune 900 Franklin Waco, Texas 76701 Phone : 254-757-5869 Humberto Reveles Manual Posting	N	0
38	Waco TX Jobs 101 S. 3rd Waco, Texas 76701 Phone : 254-757-5625 Jennifer Branch Manual Posting	N	0
39	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Zip Recruiter 604 Arizona Ave Santa Monica, California 90401 Phone : 877-252-1062 Job Board Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	During this reporting year, 4 interns participated in our program. The interns came from the following schools: Baylor University and Oklahoma State University.	6	
2	4/18/2023	Participation in events or programs sponsored by educational institutions	13 AV Students from Connally ISD were given a station tour. They stayed for the Noon Newscast and learned about careers in broadcast journalism.	6	EEO Officer News Director
3	4/18/2023	Participation in events or programs sponsored by educational institutions	Baylor Professor in the Journalism, PR and New Media Department brought 14 Baylor University Students to the station for a tour and behind the scenes view of a Newscast. KWTX News Director and other staff members spoke with them about careers in broadcasting.	6	EEO Officer News Director
4	4/27/2023	Participation in events or programs sponsored by educational institutions	11 Students from McGregor High School came to the Station for a tour and to learn about careers in Broadcasting.	4	EEO Officer Creative Services Director News Anchor Operations Manager
5	5/12/2023	Sponsorship of events in the community designed to increase public awareness	On May 12, 2023, the station co-sponsored the 15th Annual YES! Expo in Waco. KWTX is one of the Founding Partners of the YES! Expo. Approximately 2000 students from 6 counties learned about career opportunities from booths set up at the Extraco Events Center. News Anchors and staff members spoke with students about possible careers in broadcast journalism.	6	
6	Ongoing Event	Participation in other activities designed by the station employment unit	KWTX-TV participated in and hosted one teacher extern during the 2023 YES! Teacher Summer Externship that was held on June 5-9, 2023. This was coordinated through the Heart of Texas Workforce Solutions.	12	
7	9/27/2023	Participation in other activities designed by the station employment unit	20 students from Thorndale High School came for a station tour and behind-the-scenes view of our Noon newscast. They learned about careers in broadcasting.	6	

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8	3/8/2024	Participation in events or programs sponsored by educational institutions	On Friday, March 8 KWTX Creative Editor spoke to a group of 16 kids at Sachse High School. They were comprised of animation 1 and animation 2 students. He talked with them about careers in video editing, compositing, and visual effects in commercial advertising.	1	
9	3/19/2024	Participation in Job Fairs	On Tuesday, March 19, 2024, KWTX News Director Bob Walters participated in Gray Days at the University of North Texas (UNT), in Denton, Texas. As part of the visit he interviewed eight soon-to-be graduating students and watched a live student news broadcast where he provided feedback to the students.	1	News Director