

KCEN-TV, KAGS-LD
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016¹

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
Photojournalist	1-5, 9-10, 12-15, 20-21, 24-30, 32-34, 45-47	24
Digital Producer	1-5, 9-15, 20-21, 24-30, 32-34, 45-47	1
Digital Producer	1-5, 9-15, 20-21, 24-30, 32-34, 45-47	1
Graphics Operator	1-4, 9-10, 12-15, 20-21, 24-27, 29-30, 32-34, 39, 45-47	4
Producer	1-5, 10-15, 20-21, 24-25, 27-30, 32-34, 45-47	20
Director of Technology	1-4, 9-10, 12-15, 20-21, 24-25, 27-30, 32-34, 38, 45-47	46
Photojournalist	1-5, 10, 15, 20-21, 24, 27-30, 34, 45-47	21
Sports Reporter/Anchor	1-5, 10, 15, 20-21, 24, 27-30, 34, 45-47	3
Sports Reporter/Anchor	1-5, 10, 12, 15, 20-21, 24, 27-30, 32, 34, 45-47	3
Sales Assistant	1-5, 8, 10, 12, 15, 20-21, 23-24, 29-30, 34, 45-47	46
Anchor/Producer	1-5, 10, 12, 15, 20-21, 24, 27-30, 32, 34, 45-47	20
Anchor/Producer	1-5, 10, 12, 15, 20-21, 24, 27-30, 32, 34, 45-47	3
Photojournalist	1-5, 15, 20-21, 24, 29-30, 32, 34, 45-47	1
Producer	1-5, 10, 12, 15, 20-21, 24, 29-30, 34, 45-47	45
Reporter/Anchor	1-5, 10, 12, 15, 20-21, 24, 29-30, 34, 45-47	3
Reporter/Anchor	1-5, 10, 12, 15, 20-21, 24, 29-30, 34, 45-47	3
Broadcast IT Engineer	1-5, 8, 10, 12-13, 15, 20-21, 23-24, 29-30, 34, 38, 45-47	1
Editor	1-3, 9-10, 15, 20-21, 24, 29-30, 34, 45-47	46
Digital Producer	1-4, 9-10, 12, 15, 20-21, 24, 29-30, 34, 39, 45-47	46
Production Assistant	1-5, 15, 20-21, 23-24, 29-30, 34, 39, 45-47	1

¹ This Report reflects recruitments activity beginning March 22, 2015 through March 21, 2016.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	1-5, 15, 20-21, 23-24, 29-30, 34, 39, 45-47	45
Multi Media Journalist	1-5, 10, 12, 15, 20-21, 23-24, 29-30, 34, 39, 45-48	3
Editor	1-3, 9-10 ,15, 20-21, 24, 29-30, 34, 45-48	48
Digital Sales Specialist	1-5, 8, 10 ,12, 14-15, 20-21, 23-24, 29-30, 34, 45-48	24
Account Executive	1-5, 8, 10 ,12, 14-15, 20-21, 24, 29-30, 34, 39, 45-48	24
Production Assistant	1-4, 9-10, 15, 20-21, 24, 29-30, 34, 45-48	24
Creative Assistant	1-5, 8, 10 ,12, 14-15, 20-21, 23-24, 29-30, 34, 45-48	48
Broadcast IT Engineer	1-5, 8-10 ,12, 15, 20-21, 24, 29-30, 34, 46-48	24
Account Executive	1-5, 8, 10 ,12, 14-15, 20-21, 24, 29-30, 34, 39, 46-48	24
Creative Producer	1-5, 8-10 ,12, 15, 20-21, 24, 29-30, 34, 46-48	20

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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	KCEN Website & KAGS Website www.kcentv.com www.kagstv.com	N	9
2	KCEN Internal Posting (Station Bulletin Board)	N	0
3	Broadcast Employment Services www.tvjobs.com	N	12
4	Texas Association of Broadcasters www.tab.org	N	1
5	Medialine www.medialine.com	N	0
6	Waco Tribune Herald PO Box 2588 Waco, TX 76702 Contact: Grace Allen Phone : 254-757-5757	N	0
7	Temple Daily Telegram 10 South 3rd St Temple, TX 76501 Contact: Jane Moon Phone : 254-778-4444 Email : janerm@tdtnews.com	N	0
8	Texas Workforce Commission www.workintexas.com	N	0
9	Texas State Technical College 3801 Campus Dr Waco, TX 76705 Contact: Rob Wolaver Phone : 1-800-792-8784 www.waco.tstc.edu	N	0
10	University of Mary Hardin-Baylor 900 College St Belton, TX 76513 Contact: Don Owens Phone : 254-295-8642 Fax : 254-295-4710 www.careerservices.umhb.edu/employer	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Temple College Career Services 2600 S 1 st St Temple, TX 76504 Phone: 254-298-8282 Fax: 254-298-8277 Email: Randy.Baca@Templejc.edu	N	0
12	Baylor University Career Services One Bear Place #97036 Waco, TX 76798 Phone: 254-710-3771 Fax: 254-710-3770 Email: hireabear@baylor.edu www.baylor.edu/cpd	N	0
13	Central Texas College Bldg 111, Rm 208 PO Box 1800 Killeen, TX 76540 Phone: 254-526-1106, ext 1702 Fax: 254-526-1480 www.collegecentral.com/centraltexascollege	N	0
14	University of Texas Career Services 1 University Station A0901 CMA3-102 Austin, TX 78712-0110 Contact: Christina Worle Phone: 512-471-9421 Fax: 512-232-1722 www.myinterfase.com/hireutexas/home.aspx	N	0
15	Connecticut School of Broadcasting 9600 Great Hills Trail, Ste #200 E Austin, TX 78759 Contact: Randy Ahrens Phone: 512-340-1420 Email : csbaustin@gocsb.com	N	0
16	Collective Talent 1721 W Richardson Pl Tampa, FL 33606 Contact: Michael Bille Phone: 813-254-9695 www.collectivetalent.com	N	0
17	Killeen Daily Herald PO Box 1300 Killeen, TX 76540-1300 Phone: 254-634-2125	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	The Bryan Eagle 1729 Briarcrest Dr Bryan, TX 77802 Contact: Brenda Garcia Phone: 979-776-4444 Fax: 979-774-0547 Email: Brenda.Garcia@theeagle.com	N	0
19	Broadcast Image Group 7744 Broadway, Ste 100 San Antonio, TX 78209 Phone: 210-828-6664 Fax: 210-828-6225	N	0
20	Internal Transfer/Promotion	N	4
21	Walk-In/Self-Referral	N	1
22	Temple College Job Fair 2600 South First St Temple, TX 76504 Contact: Scott McKay Phone: 254-200-2037 Email: scottm@workforcelink.com	N	0
23	Texas A&M University Career Center 209 Koldus, 1233 TAMU College Station, TX 77843 Phone: 979-845-5139 Fax: 979-845-2979 Email webmaster: careercenter.tamu.edu www.hireaggies.com	N	0
24	Word-of-Mouth Referral	N	8
25	Abilene Christian University ACU Box 27914 Abilene, TX 79699 Phone: 325-674-6540 www.acu.edu/careerlink	N	0
26	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215 Contact: Reginald Gates Phone: 214-421-5200 Fax: 214-421-5510	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, TX 76106 Contact: Rosa Navejar Phone: 817-625-5411 Fax: 817-625-1405	N	0
28	Houston NAACP 2002 Wheeler St Houston, TX 77004 Contact: EEO Officer Phone: 713-526-3389 Fax: 713-630-2699	N	0
29	LULAC Central TX PO Box 3296 Temple, TX 76507 Contact: David A Martinez Phone: 254-931-0826 Email: tacomart49@yahoo.com	N	0
30	Temple NAACP PO Box 3296 Temple, TX 76507 Contact: William Leak Phone: 254-778-2909 Email: Vleak97177@aol.com	N	0
31	Broadcasting & Cable 28 E. 28 th St, 12th Floor New York, NY 10016 Contact: Zahra Majma Phone: 212-378-0400, ext 517 Email: zmajma@nbmedia.com www.broadcastingcable.com	N	0
32	Texas Christian University PO Box 32930 Fort Worth, TX 76129 Contact: Anatha Babbili Phone: 817-921-7425 Fax: 817-921-7133 www.acu.csm.symplicity.com/employers	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Texas State University 601 University Dr San Marcos, TX 78666 Contact: Allison Birk Phone: 512-245-2645 Fax: 512-245-3933 Email: abirk@txstate.edu www.careerservices.txstate.edu	N	0
34	American Broadcasting School 712 N Watson Road, Ste. 200 Arlington, TX 76011 Contact: Michelle McConnell Phone: 817-695-2474 Fax: 817-695-2838 Email: michelle@radioschool.com	Y	1
35	Linkedin www.linkedin.com	N	0
36	Hiring Our Heroes US Chamber of Commerce Foundation 1615 H St NW Washington, DC 20062 Contract: Marady Leary Email: hiringourheroes@uschamber.com www.uschamber.com/hiringourheroes	N	0
37	TAB Career Expo Texas State University 601 University Dr San Marcos, TX 78666 Contact: Karen Julian Phone: 512-245-2645 Email: careerevents@txstate.edu	N	0
38	Society of Broadcast Engineers, Inc. 9012 North Meridian Street, Ste. 150 Indianapolis, IN 46260 Phone: 317-846-9000 www.sbe.org	N	0
39	Texas A&M University Central Texas 1001 Leadership Place Killeen, TX 76549 Contact: Career Service Phone: 254-519-5400 Fax: 254-519-5482 www.tamuct.edu/departments/carrereservices/warrior.php	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Central Texas College Community Job Fair Bldg 111, Rm 208 PO Box 1800 Killeen, TX 76540 Phone: 254-526-1106, ext 1702 Fax: 254-526-1480 www.collegecentral.com/centraltexascollege	N	0
41	Army Career and Alumni Program Fort Hood ACAP Center Fort Hood ACAP Building 18010, Room B308, 3 rd Floor T.J. Mills Boulevard & Battalion Avenue Fort Hood, TX 76544 Contact: Robert Schmuacher; Marketing Coordinator Phone: 254-288-02827 Email: robert.c.schumacher.ctr@mail.mil	N	0
42	Texas Veterans Commission Killeen contact: James Moore Phone: 254-200-2075 Email: james.moore@tvc.texas.gov Harker Heights contact: Charles Butts Phone: 254-933-7102 Email: Charles.butts@tvc.texas.gov	N	0
43	TVNews Check News Check Media LLC PO Box 565 Chatham, NJ 07928 Contact: Phil Kirk / Sales Manager Phone: 516-674-4914 Fax: 610-896-1858 Email: pkirk@newscheckmedia.com www.TVNewscheck.com	N	0
44	b-roll.net television photography 1623 D St NE Washington, DC 20002 Contact: Kevin Johnson Phone: 202-470-5396 Fax: 270-837-3491 www.b-roll.net	N	0
45	Gannett Careers Corporate Website www.gannett.com/careers	N	6
46	Indeed.com www.indeed.com	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	CareerBuilder Jobs www.careerbuilder.com	N	1
48	TEGNA Careers Corporate Website www.tegna.com/careers	N	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			55

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
1	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 16, 2015, 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.
2	Participate in Job Fair	On April 21, 2015, the SEU participated in the Education Job Fair at Texas A&M University Central Texas in Killeen, TX. Station participants included our Local Sales Manager who distributed information about the station, job opportunities and application procedures.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (3)	On April 23, 2015, one of our Morning Anchors spoke to students at Valley Mills High School Career Day in Valley Mills, TX. He spoke at three different student sessions about the station and career opportunities in broadcasting.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2)	On May 8, 2015, one of our Meteorologists spoke to students at Fairfield Middle School Career Day in Fairfield, TX. He spoke to two different classes about his own career path and about opportunities in broadcasting. He also presented a weather slide show showcasing the station and answered questions about weather forecasting.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 23, 2015, one of our Sports Anchors spoke to journalism students at Reicher Catholic High School in Waco, TX about the station and careers in broadcasting. She also participated in a Q&A session with the students about story ideas, journalism and broadcasting tips.
6	Participate in Job Fair	On October 8, 2015, our SEU participated in the 2015 Greater Waco Career Fair in Waco, Texas. Participants included our HR Manager who distributed information about careers in broadcasting, job opportunities and application procedures.

	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
7	Management-level training regarding equal employment opportunity and preventing discrimination.	On October 14, 2015, the SEU's HR Manager attended a webinar hosted by the Texas Association of Broadcasting entitled "Navigating the FCC's EEO Rules and Public File Requirements." The Webinar covered the FCC's equal employment opportunity rules, outreach activities, reporting and filing requirements.
8	Participate in event/program sponsored by or on behalf of community groups relating to careers in broadcasting	On November 19, 2015, the SEU participated in the Holiday Around Town event sponsored by the Belton and Temple Chambers of Commerce held at the Bell County Expo Center in Belton, TX. Station participants included our Marketing Director who distributed information on current community outreach activities, job opportunities, careers at the station and in broadcasting.
9	Participate in event/program sponsored by or on behalf of community groups relating to careers in broadcasting	On February 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.
10	Participate in Job Fair	On February 17, 2016 the SEU participated in the Applied Sciences Job Fair at Blinn College in Bryan, TX. Station participants included the Station Manager who distributed information about the station, job opportunities, application procedures, and careers in broadcasting.