

KXXV/KRHD-CD

EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter/MMJ	1-33, 38, 40, 43	32
City Wknd Producer	1-33, 43	33
Producer	1-33, 43	32
Maintenance/Eng	1-33, 43	31
Master Control Operator	1-33, 43	33
Anchor/Reporter	1-33, 38, 40, 43	33
Digital Sales Manager	1-33, 38, 40, 43	40
Account Executive	1-33, 38, 40, 43	40
Digital Content Producer	1-33, 43	32
Digital Sales Specialist	1-33, 43	33
Success Manager	1-33, 43	32
Master Control Operator	1-33, 38, 40, 43	33
Master Control Operator	1-33, 38, 40, 43	32
News Content Specialist	1-33, 43	33
Reporter/MMJ	1-33, 38, 40, 43	38
Reporter/MMJ	1-33, 38, 40, 43	32
Anchor/Reporter	1-33, 38, 43	32
News Content Specialist	1-33, 37, 43	37
Reporter/MMJ	1-33, 38, 40, 43	32
Account Executive	1-33, 43	32
Photojournalist/MMJ	1-33, 43	33
Director	1-33, 38, 40, 43	38
News Content Specialist	1-33, 43	32
Reporter	1-33, 38, 40, 43	32
News Operations Mgr	1-33, 43	33
Anchor/Reporter	1-33, 43	32
News Content Specialist	1-33, 37, 43	37
Anchor/Reporter	1-33, 43	32
Sales Assistant	1-33, 38, 40, 43	33
IT Manager	1-33, 43	33
Meteorologist	1-33, 43	32

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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>
COMMUNITY SOURCES						
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.edu		325-942-2255	
3	Baylor University	Michelle Conhenour	hireabear@baylor.edu	handshake.com	254-710-8666	
4	Cen-Tex Hispanic Chamber	Cecilia Pena	501 Franklin Ave Ste. 806 Waco, TX 76701 cecilia@wacohispanicchamber.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@goocsb.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	PO Box 1485 Waco, TX 76703-1485 info@centexchamber.com		254-751-1057	
9*	Jobstar	Julia Humphrey	2650 East End Blvd. South Marshall, Texas 75671 julia.humphrey@tstc.edu		325-734-3612 Fax: 325-676-4823	

10*	LA Reporters Clinic	Jay Jackson	mrjackson41@hotmail.com		805-915-8712	
11*	Laredo Community College	Gloria Perez	gloria.perez@laredo.edu		956-721-5135	
12	MCC			https://www.collegecentral.com/mclenn	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	www.nahcareercenter.com	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	
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	www.hiretstc.com	N/A	
23	TV Jobs	Mark Holloway		www.tvjobs.com	800-374-0119	
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	

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 26, 2018

Describe Nature of Initiative:

2018 Waco Chamber Career Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KXXV/KRHD-CD sponsored a booth at the 2018 Waco Chamber Career Fair

Names of Station Personnel involved in Initiative:

Emily Baird – Marketing Director
Robert Garcia – Production Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): January 14, 2019

Describe Nature of Initiative:

Baylor University's Marketing and Professional Selling Career Fair 2019

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KXXV/KRHD-CD sponsored a booth at the 2019 Baylor 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): January 22, 2019

Describe Nature of Initiative:

Workforce Solutions for the Heart of Texas Job Fair 2019

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KXXV/KRHD-CD sponsored a booth at the 2019 Workforce Solutions for the Heart of Texas Job 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 26, 2019

Describe Nature of Initiative:

McLennan Community College McLennan Career Fair 2019

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KXXV/KRHD-CD sponsored a booth at the 2019 McLennan 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): 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):

Journalism Class Texas Tech Waco (@ McLennan Community College); Waco Preschool/Elementary School; Interviewed by Texas Tech Student; Journalism Class Baylor University; Leading Waco Women Inaugural Athena Award Ceremony, Children's Symphony by Waco Symphony Council and Baylor University; Workforce Solutions annual awards banquet; Scripps Spelling Bee at Eagle Academy; River Valley Intermediate School Scripps Spelling Bee; Shades of Purple Domestic Violence Awareness Ball; Special Olympics competition in Killeen; Women of St. Jerome; St. Marty's Catholic School; Ft. Hood Spouses Club; YMCA Preschool Chasco Family YMCA Career Week; Heart of Texas Film Society

Speaking engagements included discussions involving: Meteorology and the weather, Covering and reacting to breaking news, Digital Media and Broadcast Television, emceed events

Names of Station Personnel involved in Initiative:

Brooke Bednarz – Sports Reporter
Ann Harder – Anchor
Hunter Davis – Reporter
Lindsey Liepman – Anchor/Reporter
Andrea Morgan – Anchor/Reporter

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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 (1) given to Midway ISD
Station Tours (1) given to Young Professionals Waco High School
Station Tours (1) given to Hearing Disability Group

Names of Station Personnel involved in Initiative:

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
Grant Farek – Creative Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): June thru December 2018

Describe Nature of Initiative:

Establishment of an intern program designed to assist members of the community.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KXXV offers an academic credit internship program for students involved in the Mass Communications career field.

Names of Station Personnel involved in Initiative:

Charles Haldeman – News Director
Emily Baird – Marketing Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 22, 2018

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): Ongoing

Describe Nature of Initiative:

Broadcasting of outreach recruitment to local organizations regarding job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KXXV-TV airs promotional ads recruiting organizations who would like to receive our job openings.

Names of Station Personnel involved in Initiative:

Sarah Alsworth – Traffic Coordinator