

**KBMT (TV)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015– March 31, 2016<sup>1</sup>**

**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
News Editor/Web Producer	1-14, 16-17	16
Digital Sales Manager	1-14, 16-17, 23, 27	23
Local Sales Manager	1-14, 16-17, 23, 27	27
Senior Technical Director	1-14, 16-17	16
Weekend Technical Director	1-14, 16-17, 24	24
Traffic Assistant	1-14, 16-17, 27	17
Continuity Coordinator	1-14, 16-17, 23-24, 27	24
Production Manager	1-14, 16-17, 24, 26-27	24
Account Executive	1-15, 17-22, 26-27	27
Account Executive	1-15, 17-22, 26-27	27
Account Executive	1-15, 17-22, 26-27	26
National/Regional Sales Coordinator	1-15, 17-22, 24, 27	24
Sales Assistant	1-15, 17-22, 27	27
Assignments Manager	1-15, 17-22, 27	27
News Producer	1-15, 17-22, 27	14
Production Assistant	1-15, 17-22	14
Main Anchor/Reporter	1-15, 17-22, 24	24
Account Executive	1-15, 17-22, 27	27
Master Control Operator	1-15, 17-22, 27	13
Reporter/Photographer (MMJ)	1-15, 17-22	14

<sup>1</sup> This Report reflects recruitment activity beginning March 22, 2015 through March 21, 2016

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director of Sales	1-15, 17-22, 24	24
Master Control Operator	1-15, 17-22, 27	27
News Videographer	1-15, 17-22	17
News Videographer	1-15, 17-22, 24	24
Creative Services Producer	1-15, 17-22, 24	24
Digital News Producer	1-15, 17-22	17

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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	<b>Beaumont NAACP</b> 3260 Washington Boulevard Beaumont, TX 77705 Contact: Paul Jones Phone: (409) 842-0294 <a href="mailto:paulluchen@aol.com">paulluchen@aol.com</a>	Yes	0
2	<b>Buckner International</b> 9055 Manion Drive Beaumont, TX 77706 Contact: Rhonda Robichau Phone: (409) 866-097 <a href="mailto:rrobichau@buckner.org">rrobichau@buckner.org</a>	No	0
3	<b>Colorado Media School f/k/a Ohio Center For Broadcasting</b> 404 South Upham Street Lakewood, CO 80226 Contact: Tim McLaughlin Phone; (303) 937-7070 <a href="mailto:timmclaughlin@beonair.com">timmclaughlin@beonair.com</a>	Yes	0
4	<b>Goodwill Industries</b> P.O. Box 3963 Beaumont, TX 77704 Contact: Linda Williams Phone: (409) 838-9911 <a href="mailto:linda@goodwillbmt.org">linda@goodwillbmt.org</a>	Yes	0
5	<b>Lamar Institute of Technology</b> 855 East Lavaca Beaumont, TX 77705 Contact: Angela Bammert Phone: (409) 880-8321 <a href="mailto:abammert@lit.edu">abammert@lit.edu</a>	No	0
6	<b>Lamar State College of Orange</b> 410 Front Orange, TX 77630 Contact: Andrea Stephenson Phone: (409) 883-7750 <a href="mailto:andreastephenson@LSCO.edu">andreastephenson@LSCO.edu</a>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	<b>Lamar State College of Port Arthur</b> P.O. Box 310 Port Arthur, TX 77641 Contact: Sheila Guillot Phone: (409) 984-6381 <a href="mailto:guillsr@lamarpa.edu">guillsr@lamarpa.edu</a>	No	0
8	<b>Lamar University</b> P.O. Box 10043 Beaumont, TX 77710 Contact: Angie Thomas Phone: (409) 880-8871 <a href="mailto:studentemploymentcenter@lamar.edu">studentemploymentcenter@lamar.edu</a>	No	1
9	<b>LULAC</b> 2425 Buchanan Beaumont, TX 77703 Contact: Roberto Flores Phone: (409) 833-6592 <a href="mailto:Lulac4410@gmail.com">Lulac4410@gmail.com</a>	Yes	0
10	<b>McNeese University</b> Box 90780 Lake Charles, LA 70609 Contact: Lin Burgess Phone: (337) 475-5612 <a href="mailto:lburgess@mcness.edu">lburgess@mcness.edu</a>	No	0
11	<b>Port Arthur NAACP</b> 811 West 15 <sup>th</sup> Street Port Arthur, TX 77640 Contact: Kalan Gardner Phone: (409) 293-5020 <a href="mailto:Kalan.gardner@yahoo.com">Kalan.gardner@yahoo.com</a>	Yes	0
12	<b>Texas Association of Broadcasters</b> <a href="http://www.tab.org">www.tab.org</a> Contact: Craig Bean <a href="mailto:craig@tab.org">craig@tab.org</a>	No	7
13	<b>Texas Workforce Commission</b> 304 Pearl Street Beaumont, TX 77701 Contact: Glynn Gatlin Phone: (409) 839-8045 x 3344 <a href="mailto:Glynn.gatlin@twc.state.tx.us">Glynn.gatlin@twc.state.tx.us</a>	Yes	2
14	<b>Broadcast Employment Services</b> <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	11
15	<b>CareerBuilder Jobs</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Gannett Careers</b> Corporate Website <a href="http://www.gannett.com/careers">www.gannett.com/careers</a>	No	11
17	<b>KBMT Website</b> <a href="http://www.12newsnow.com">www.12newsnow.com</a>	No	11
18	<b>TEGNA Careers</b> Corporate Website <a href="http://www.tegna.com">www.tegna.com</a> (added 11/09/15)	No	3
19	<b>Indeed.com</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
20	<b>Glassdoor.com</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a> (added 11/09/15)	No	0
21	<b>JuJu.com</b> <a href="http://www.juju.com">www.juju.com</a> (added 11/09/15)	No	0
22	<b>SimplyHired.com</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a> (added 11/09/15)	No	0
23	<b>Southeast Texas Website</b> <a href="http://www.southeasttexas.com">www.southeasttexas.com</a>	No	1
24	<b>Internal Transfer/Promotion</b>	No	8
25	<b>Intentionally left blank</b>		
26	<b>On-air Promos</b>	No	4
27	<b>Word-of-Mouth Referral</b>	No	27

**TOTAL INTERVIEWEES OVER REPORTING PERIOD**

86
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**III. RECRUITMENT INITIATIVES**

#	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
1	Participate in a job fair	<p>On April 9, 2015, our SEU participated in a career/job fair sponsored by Lamar State College held at their Recreation Center in Orange, Texas. Attendees were engaged in conversations related to careers and job opportunities within broadcasting. Attendees were encouraged to view and apply for our current openings posted on our station website and other referral sources. Broadcasting careers, educational requirements and desired experience were also topics of discussion. Station participants included one of our Anchors and a Reporter.</p>
2	<p>Training program designed to enable personnel to acquire skills that could qualify them for higher-level positions</p> <p>(2)</p>	<p>The News and Production Departments at our station have established training programs that staff members may utilize that could qualify them for higher-level positions.</p> <ul style="list-style-type: none"> <li>• From April 7, 2015 to July 17, 2015, a station production assistant trained for a position as technical director. Our Production Manager trained this employee on learning to operate the Ross cleanly and efficiently, including punching up camera, video and graphic sources, MLE presets and secondary monitor routes as well as learning to call up and output graphics via Chyron ISQ. After completing training, performing and testing, the production assistant was promoted to technical director on July 17, 2015.</li> <li>• From June 14, 2015 to September 14, 2015, a station news editor trained for a position as a Promotions Editor in the Production Department. Our Production Manager trained this employee on learning basic editing and compositing techniques in Adobe Creative programs and when and how to implement them in on-air and digital promotions for our station. He was also trained to process the daily editing workflow demands such as news topical and billboards. After completing training, performing and testing, the news editor was promoted to promotions editor on September 14, 2015.</li> </ul>

#	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
3	Host a job fair	On July 23, 2015, our SEU hosted a job fair at the MGM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. Twenty-one businesses throughout Southeast Texas participated and over 1100 candidates attended. Our SEU also participated in the job fair, distributing information about our station, job opportunities currently available and application procedures. Station participants included our General Manager, General Sales Manager, Account Executives and news talent.
4	Host event/program sponsored by or on behalf of community groups relating to careers in broadcasting	On September 24, 2015, our SEU hosted the BBB Morning Mix Tour sponsored by the Better Business Bureau of Southeast Texas. Over 50 businesses in an eight and one-half county area visited our station for tours and presentations about television broadcasting careers. Attendees were guided through the facility by anchors, meteorologists, reporters and production staff who discussed careers in broadcasting. Staff members discussed current job opportunities and how to apply.
5	Participate in career fair	On October 15, 2015, our SEU participated in the Southeast Texas Career Expo held at Beaumont Civic Center in Beaumont, TX. Over 2,800 area high school junior and senior students attended in order to connect with 90 different businesses about career options available to them as they begin their search for career pathways. Station participants included our reporters and meteorologist who engaged the students in conversations related to the many careers in broadcasting.
6	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 20, 2016, our SEU hosted the Journalism class of Sabine Pass High School, Sabine Pass, TX for a tour and presentation about careers in broadcasting. Our Production Manager served as tour guide. The news department, including our news director, reporters and a meteorologist, spoke about their careers, job responsibilities and educational requirements. After a question and answer session, the group watched a live newscast.

#	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
7	<p>Training program designed to enable personnel to acquire skills that could qualify them for higher-level positions (2)</p>	<ul style="list-style-type: none"> <li>• On January 27, 2016, one of our employees began a 6 week Corporate sponsored training course on art direction. This graphic design course covered such topics as design strategies, design tools, designing for various mediums and motion graphics. Participants worked on an array of design projects which were presented at the end of the course for group critique.</li> <li>• On January 27, 2016, one of our employees began a 6 week Corporate sponsored training course on social marketing. This course focused on developing and selling a social marketing strategy, measuring results and using social media tactics to solve marketing problems and drive audience reach, engagement and traffic to television and digital platforms. Participants presented their own projects, developed using techniques learned, at the end of the course.</li> </ul>
8	<p>Host a job fair</p>	<p>On February 18, 2016, our SEU hosted a job fair at the MGM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. Twenty-one businesses throughout Southeast Texas participated and over 1100 candidates attended. Our SEU also participated in the job fair, distributing information about our station, job opportunities currently available and application procedures. Station participants included our General Manager, General Sales Manager, Account Executives and Production Manager.</p>
9	<p>Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting</p>	<p>On February 23, 2016, our SEU hosted the Video Technology class of Silsbee High School in Silsbee, TX for a tour and presentation about careers in broadcasting. Our Production Manager guided the tour. Members of our news staff, including news director, a meteorologist, a news anchor/reporter, a news producer and production assistants, presented career information about jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the group watched a live newscast.</p>