

KBMT (TV)
EEO PUBLIC FILE REPORT
March 22, 2016 - March 21, 2017

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
Weekend Anchor/MMJ	1-3, 5-6, 11, 16-20, 22-24, 28-29	2
Account Executive	1-5, 10-11, 13-14, 16-20, 22-24, 27-31	16
Account Executive	1-5, 10-11, 13-14, 16-20, 22-24, 27-31	16
Weekend Meteorologist/MMJ	1-5, 10-11, 14, 16-20, 22-24, 27-30	27
Technical Director	1-5, 9-11, 14, 16-20, 22-24, 27-31	31
Technical Director	1-5, 9-11, 14, 16-20, 22-24, 27-31	9
Traffic Assistant	1-5, 7, 10-11, 14, 16-20, 22-24, 27-31	31
MSJ (Multi-Skilled Journalist)	1-4, 10-12, 14-17, 19-20, 22-29	2
News Content Manager	1-7, 10-12, 14, 16-20, 22-24, 27-30	7
Photographer/Multi-Skilled Journalist	1-4, 10-12, 14-17, 19-20, 22-24, 26-29	2
Production Assistant	1-4, 7, 10-12, 14-17, 19-20, 22-24, 27-29	7
Multi-Platform Producer	1-2, 4, 11-12, 14, 16-17, 19-20, 22-24, 27-30	16
Account Executive	1-5, 7, 11-12, 14, 16-17, 19-20, 22-24, 27-29	7
Master Control Operator	8	8
National/Regional Sales Assistant	1-4, 7, 11, 14, 16-17, 19-20, 22-24, 27-29	7
Digital Sales Specialist	1-4, 11-12, 14, 16-17, 19-24, 27-30	21

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Beaumont NAACP 3260 Washington Blvd Beaumont, Texas 77705 Phone : 409-842-0294 Paul Jones Manual Posting	Y	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Jobs Editor Manual Posting	N	6
3	Buckner International 9055 Manion Dr Beaumont, Texas 77706 Phone : 409-866-0976 Email : rrobichau@buckner.org Rhonda Robichau	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
5	Colorado Media School 404 S Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Email : dbyrd@beonair.com Debbie Byrd	Y	0
6	Current Employee	N	3
7	Employee Referral	N	5
8	Exigent Circumstances	N	1
9	Former Employee	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
11	Goodwill Industries P.O. Box 3963 Beaumont, Texas 77704 Phone : 409-838-9911 Email : linda@goodwillbmt.org Linda Williams	Y	0
12	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	0
13	Job Fair	N	1
14	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
15	KBMT On-Air Promos 525 Interstate 10 South Beaumont, Texas 77701 Phone : 409-833-7512 Job Listings Manual Posting	N	0
16	KBMT Website 525 Interstate 10 South Beaumont, Texas 77701 Phone : 409-833-7512 Job Listings Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Lamar Institute of Technology 855 E Lavaca Beaumont, Texas 77705 Phone : 409-880-8321 Email : abammert@lit.edu Angela Bammert	N	0
18	Lamar State College - Orange 410 Front St Orange, Texas 77630 Phone : 409-883-7750 Email : andrea.stephenson@lsco.edu Andrea Stephenson	N	0
19	Lamar State College - Port Arthur P.O. Box 310 Port Arthur, Texas 77641 Phone : 409-984-6381 Email : guillsr@lamarpa.edu Sheila Guillot	N	0
20	Lamar University P.O. Box 10043 Beaumont, Texas 77703 Phone : 409-880-8871 Email : studentemploymentcenter@lamar.edu Angie Thomas	N	0
21	LinkedIn / Word of Mouth	N	1
22	LULAC 2425 Buchanan Beaumont, Texas 77703 Phone : 409-833-6592 Roberto Flores Manual Posting	Y	0
23	McNeese State University Box 90780 Lake Charles, Louisiana 70609 Phone : 337-475-5612 Email : lburgess@mcneese.edu Lin Burgess	Y	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
24	Port Arthur NAACP 811 W 15th St Port Arthur, Texas 77640 Phone : 409-293-5020 Kalan Gardner Manual Posting	Y	0
25	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
26	Southeast Texas - Classifieds Beaumont Enterprise 380 Main St Beaumont, Texas 77701 Phone : 409-833-3311 Job Ads Manual Posting	N	0
27	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	6
28	Texas Association of Broadcasters 502 E. 11 Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	Y	1
29	Texas Workforce Commission 304 Pearl St Beaumont, Texas 77701 Phone : 409-839-8045 Email : glynn.gatlin@twc.state.tx.us Glynn Gatlin	Y	0
30	The Broadbean Network 610 Newport Center Dr #1400 Newport Beach, California 92660 Phone : 949-706-8560 Url : www.broadbean.com Job Listings 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
31	Word of Mouth Referral	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	4/4/2016	Participation in events or programs sponsored by educational institutions	On April 4, 2016, our chief meteorologist hosted a sophomore student from Lamar University in Beaumont, TX with an interest in a career in broadcast meteorology. The student spent the day shadowing the meteorologist and learning about how a weather forecast is prepared for air. He had the opportunity to ask many questions and watched a live newscast to experience the final newscast production.	1	Chief Meteorologist
2	4/7/2016	Participation in events or programs sponsored by educational institutions	On April 7, 2016, our SEU participated in a career/job fair sponsored by Lamar State College - Orange held at the Student Center Gym, 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 two Anchor/Reporters.	2	Anchor/Reporter (2)
3	4/23/2016	Participation in events sponsored by community groups	On April 23, 2016, our chief meteorologist held a Hurricane Preparedness and Safety Seminar at the Sea Rim State Park, Sabine Pass, Texas for the Southeast Texas Naturalist Club. In addition to hurricane preparedness and safety, he discussed Texas climate information and other related material. There was a question and answer period following the presentation. The chief meteorologist also presented his educational and career background to the group and gave them information about how to qualify for a career in broadcasting.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/17/2016	Participation in events or programs sponsored by educational institutions	On May 17, 2016, our SEU hosted the Video Technology class of Silsbee High School, 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, a digital content manager, and a promotions manager presented career information about their jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the group watched a live newscast.	6	Production Manager News Director Anchor Digital Content Manager
5	5/24/2016	Sponsorship of events in the community designed to increase public awareness	On May 24, 2016, our SEU hosted another Video Technology class of Silsbee High School, 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, and a promotions manager presented career information about their jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the group watched a live newscast.	5	Production Manager News Director Anchor Meteorologist
6	7/21/2016	Hosting of Job Fair	On July, 21, 2016, our SEU hosted a job fair held at the MCM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. Thirty-four businesses throughout Southeast Texas participated and approximately 1,500 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 out Director of Sales, Meteorologist, Anchors, Reporters and Technical Director.	9	Director of Sales Meteorologist Reporter Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/20/2016	Participation in events or programs sponsored by educational institutions	On September 20, 2016, our SEU hosted the STEM (Science, Technology, engineering and Math) class of Barbers Hill high School, Mont Belvieu, TX for a tour and presentation about careers in broadcasting. Our Production Manager guided the tour. Members of our news staff, including our News Director, Meteorologist and Chief Engineer, presented career information about their jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the group watched a live newscast.	4	Production Manager News Director Chief Engineer Meteorologist
8	9/20/2016	Participation in events or programs sponsored by educational institutions	On September 20, 2016, our SEU hosted the STEM (Science, Technology, Engineering and Math) class of Robert E. Lee High School, Baytown, TX for a tour and presentation about careers in broadcasting. Our Production Manager guided the tour. Members of our news staff, including our News Director, Meteorologist and Chief Engineer, presented career information about their jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the group watched a live newscast.	4	Production Manager News Director Chief Engineer Meteorologist
9	9/29/2016	Participation in events sponsored by community groups	On September 29, 2016, our SEU participated in the Southeast Texas Youth Career Expo held at Ford Park in Beaumont, TX. Over 2,500 area high school students attended in order to connect with 119 different businesses about career options available to assist in their search for career pathways. Station participants included our meteorologist, anchor and reporters who engaged the students in conversations related to the many careers in broadcasting.	4	Meteorologist Reporter (2) Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	10/20/2016	Provision of training to management	On October 20, 2016, our SEU's department managers attended an FCC Equal Employment Opportunity Rules seminar presented by our Human Resources Business Partner. The seminar featured a refresher course of EEO Rules using training materials provided by outside communications counsel.	8	General Manager Programming Director/EEO Officer Chief Engineer Promotion Manager
11	11/10/2016	Participation in Job Fairs	On November 10, 2016, our SEU participated in the Veterans Job Fair hosted by Workforce Solutions Southeast Texas held at the Bob Bowers Civic Center, Port Arthur, TX. Attendees were engaged in conversations related to career and job opportunities within broadcasting and 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 our production manager and production assistants.	2	Production Manager
12	12/2/2016	Sponsorship of events in the community designed to increase public awareness	On December 2, 2016, our SEU hosted the LUTV Broadcasting Class of Lamar University, Beaumont, TX for a tour and presentation about careers in broadcasting. Our Production Manager guided the tour. Members of our news staff, including News Director, Anchor, Meteorologist, Chief Engineer and Director of Sales presented career information about their jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the group watched a live newscast.	6	Production Manager

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13	1/6/2017	Provision of training to management	On January 6, 2017, our new EEO officer attended compliance training conducted by the Group Human Resources Business Partner for understanding and implementing the FCC's EEO rules. Training included equal employment opportunity rules, outreach activities, avoiding EEO violations, reporting and filing requirements and analyzing the success and productivity of the SEU's recruitment efforts.	1	Programming Director/EEO Officer
14	2/16/2017	Hosting of Job Fair	On February 16, 2017, our SEU hosted a job fair held at the MCM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. Twenty-one businesses throughout Southeast Texas participated and approximately 1,200 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 Director of Sales, Production Manager, Meteorologist, Anchors and account executives.	7	Director of Sales Production Manager Meteorologist Anchor
15	3/2/2017	Participation in Job Fairs	On March 2, 2017, our SEU participated in a career/job fair sponsored by Lamar University held at their McDonald Gym in Beaumont, TX. Attendees were engaged in conversations related to career and job opportunities within broadcasting and 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 our Director of Sales, account executives, and a technical director/production assistant.	3	Director of Sales Technical Director Account Executive