

**KBMT**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2017 - March 21, 2018**

**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
Technical Director	1, 3-6, 10-12, 16-21, 23-24, 27-28, 30-33, 35	28
Master Control Operator	1, 3-6, 9, 12-13, 16-21, 23-24, 27, 30-33, 35	35
Multi-Skilled Journalist/Anchor	1, 3-6, 12-13, 16-21, 23-24, 27, 30-33	3
Producer	1-6, 12-13, 16-21, 23-25, 27, 30-33	30
Producer	1-6, 12-13, 16-21, 23-25, 27, 30-33	17
Editor	1-6, 9, 12-13, 16-21, 23-25, 27, 30-32	3
Executive Assistant	1-6, 12-13, 16-21, 23-25, 27, 30-32	13
Broadcast Engineer	1-6, 12-13, 16-21, 23-25, 27, 30-32	13
Weekend Sports Anchor/MSJ	1, 3-6, 8-9, 12-13, 16-21, 23-25, 27, 30-32	3
Multi-Platform Producer	1, 3-6, 12-13, 16-21, 23-25, 27, 30-32	30
Production Assistant	1, 3-6, 9, 12-13, 16-21, 23-25, 27, 30-32	30
Master Control Operator	1, 3-6, 12-13, 15-21, 23-25, 27, 30-32	15
Account Executive/Media Specialist	1, 3-6, 9, 12-27, 29-32, 34	5
Account Executive/Media Specialist	1, 3-6, 9, 12-27, 29-32, 34	22
Account Executive/Media Specialist	1, 3-6, 9, 12-27, 29-32, 34	29
Multi-Skilled Journalist	1, 3-7, 9, 11-13, 16-27, 29-32	29

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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	Beaumont NAACP 3260 Washington Blvd Beaumont, Texas 77705 Phone : 409-842-0294 Email : paulluchen@aol.com Paul Jones	Y	0
2	Broadbean Network 601 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Jobs Editor Manual Posting	N	5
4	Buckner International 9055 Manion Dr Beaumont, Texas 77706 Phone : 409-866-0976 Email : rrobichau@buckner.org Rhonda Robichau	N	0
5	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	5
6	Colorado Media School 404 S Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Email : dbyrd@beonair.com Debbie Byrd	N	0
7	Corporate Office	N	2
8	Current Employee	N	1
9	Employee Referral	N	6

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10	Former Employee	N	1
11	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	3
12	Goodwill Industries P.O. Box 3963 Beaumont, Texas 77704 Phone : 409-838-9911 Email : linda@goodwillbmt.org Linda Williams	Y	0
13	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	7
14	Indeed.com	N	1
15	Indeed.com - Not Directly Contacted by SEU	N	4
16	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
17	KBMT Website 525 Interstate 10 South Beaumont, Texas 77701 Phone : 409-833-7512 Job Listings Manual Posting	N	4
18	Lamar Institute of Technology 855 E Lavaca Beaumont, Texas 77705 Phone : 409-880-8321 Email : abammert@lit.edu Angela Bammert	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
19	Lamar State College - Orange 410 Front St Orange, Texas 77630 Phone : 409-883-7750 Email : andrea.stephenson@lsco.edu Andrea Stephenson	N	0
20	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
21	Lamar University P.O. Box 10043 Beaumont, Texas 77703 Phone : 409-880-8871 Email : studentemploymentcenter@lamar.edu Angie Thomas	N	0
22	Linked In -- Mountain View, California Phone : 650-687-3555 Url : www.linkedin.com Recruiting Member Manual Posting	N	1
23	LULAC 2425 Buchanan Beaumont, Texas 77703 Phone : 409-833-6592 Roberto Flores Manual Posting	Y	0
24	McNeese State University Box 90780 Lake Charles, Louisiana 70609 Phone : 337-475-5612 Email : lburgess@mcneese.edu Lin Burgess	N	0
25	MyJobHelper 33 Irving Place FL3 New York, New York 10003 Phone : (306) 993-4667 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
26	Other Source	N	2
27	Port Arthur NAACP 811 W 15th St Port Arthur, Texas 77640 Phone : 409-293-5020 Email : kalan.gardner@yahoo.com Kalan Gardner	Y	0
28	Re-hire	N	1
29	Station Website	N	2
30	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	5
31	Texas Association of Broadcasters 502 E. 11 Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	1
32	Texas Workforce Commission 304 Pearl St Beaumont, Texas 77701 Phone : 409-839-8045 Email : glynn.gatlin@twc.state.tx.us Glynn Gatlin	Y	0
33	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
34	Unknown Referral Source	N	1
35	Word of Mouth Referral	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>54</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/22/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	2	Group HR Director Group HR Director
2	3/30/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	79	All Employees
3	4/18/2017	Participation in events or programs sponsored by educational institutions	Anchor was on an alumni panel for Texas Sothern University's Communications Week. They spoke to future journalists about careers in broadcasting and how they can achieve their goals.	1	Anchor
4	4/20/2017	Participation in events sponsored by community groups	Sports anchors emceed at the Gift of Life Champagne & Ribs event. The anchors introduced local sports legends at the Ford Park Exhibition Hall. Discussed career tracks working toward a career in the broadcast and journalism industry.	2	Sports Director Sports Anchor
5	5/25/2017	Establishment of training programs for station personnel	Sales Leadership Summit received leadership training on ownership, new products for digital, Google keynote on micro moments, Facebook advertising and the shift to social.	1	Director of Sales
6	6/29/2017	Establishment of training programs for station personnel	News, Digital and Marketing Director and General Manager attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	4	General Manager News Director Promotions Manager Digital Content Manager

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7	7/11/2017	Participation in events sponsored by community groups	Anchor hosted and emceed the mental health symposium Let's Talk About It. The event focused on raising awareness of the importance of seeking mental health treatment and dispelling common misconceptions surrounding the topic. Discussed career tracks working toward a career in the broadcast and journalism industry.	1	Anchor/Reporter
8	11/3/2017	Participation in events sponsored by community groups	Anchor emceed the Golden Triangle 45th Annual Recognition Luncheon. The event is held every year to celebrate, honor and thank the volunteers who have given their energy and passion to our community. Discussed career tracks working toward a career in the broadcast and journalism industry.	1	Anchor
9	1/12/2018	Participation in other activities designed by the station employment unit	A University of Texas student participated in job shadowing at the station. The student sat with the news producer and the senior technical director and learned how a newscast is written and broadcast.	2	Senior Technical Director News Producer
10	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	79	All Employees
11	2/24/2018	Participation in events or programs sponsored by educational institutions	An Anchor participated in the Douglas Memorial HBCU College Fair. Many colleges across the nation were represented. The Anchor spoke to students about the importance of post-secondary education. Discussed career tracks working toward a career in the broadcast and journalism industry.	1	Anchor

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12	2/27/2018	Participation in other activities designed by the station employment unit	On February 27, 2018, our chief meteorologist hosted two local middle school students with an interest in a career in broadcast meteorology. The students spent time shadowing the meteorologist and learning about how a weather forecast is prepared for air. They had the opportunity to ask many questions and watched a live newscast to experience the final newscast production.	1	Chief Meteorologist
13	3/21/2018	Sponsorship of events in the community designed to increase public awareness	On March 21, 2018, our SEU hosted the Buna Elementary Technology Applications class 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, and a news anchor 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 Meteorologist Anchor