



# KWES-TV/ KWAB-TV/ KTLE-TV/ KTXC-FM

## EEO PUBLIC FILE REPORT

April 1, 2017 to March 31, 2018

### 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 Address</u>	<u>Email Address/Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
<b>COMMUNITY SOURCES</b>						
1	Alabama State University	Ella Tucker	915 S Jackson St Montgomery, AL	etucker@alasu.edu	334-229-4156	
2	Amarillo College	Don Abel	PO Box 7447 Amarillo, TX 797179	ddabel@actx.edu	806-371-5298	
3	American Broadcasting School	Michelle McConnell	712 W. Watson Rd. Arlington, TX 76011	michelle@radioschool.com	817-685-2474	
4	Angelo State University	Julie Ruthenbeck	ASU Station #11026 San Angelo, TX 76909	career.development@angelo.edu	325-942-2255	
5	Arizona State University	Lexy Townsend		Handshake.com		
6	Baylor University	Michelle Mcohenour	One Bear Place #97036 Waco, TX 76798	hireabear@baylor.edu	254-710-8666	
7	Eastern New Mexico University	Susan Larson	ENMU Station # 34 Protales, New Mexico 88130	careerandcounseling.intern@enmu.edu	505-562-1011	
8	Laredo Community College	Gloria Perez	West End Washington Street Laredo, TX 78040	gloria.perez@laredo.edu	956-721-5135	
9	Lubbock Christian University	Sheila Dye	5601 19th St. Lubbock, TX 79423	sheila.dye@lcu.edu	806-720-7215	
10	Midland College	Lupe Daniels	3600 N Garfield Midland, TX 79705	ldaniels@midland.edu	432-685-4716	
11	Midwestern State University	Sara Ward	3410 Taft Wichita Falls, TX 79701	careermanagement@mwsu.edu	940-397-4407	
12	New Mexico Institute of Minine and Technology	Tristine Hayward		Handshake.com		
13	Odessa College	Chip Carlson	201 W University Odessa, TX 79764	pmartinez@odessa.edu	432-335-6853	
14	Oklahoma State University	Career Services	3600 Student Union Stillwater, OK 74078	careers@okstate.edu	405-744-2242	
15	Rawls College of Business- Texas Tech University	Hailey Walker		Handshake.com		
16	San Antonio College	Brittany Clauss	1300 San Pedro Ave San Antonio, TX 78212	bclauss1@alamo.edu	210-785-6021	
17	Southerwestern University	Roger Young	PO Box 770 Georgetown, TX 79627	career.services@southwestern.edu	512-863-6511	
18	Sul Ross University	J Rueb	UC 211C Box C-171 Alpine, TX 79832	jrueb@sulross.edu	432-837-8178	
19	Tarleton State University	Shannon M	Box T550 Stephenville, TX 76402	careers@tarleton.edu	254-968-9078	
20	Texas A&M University	Tina Boitnott	PO Box 3011 Commerce, TX 75429	tina.boitnott@tamuc.edu	903-886-5014	
21	Texas A&M University- Corpus Chrisiti	Nancy Salinas		Handshake.com		
22	Texas State University	Ron Bowden		Handshake.com		
23	Texas Tech University	Amanda Perez	Box 43082 Lubbock, TX 78666	ac.perez@ttu.edu	806-742-6500	
24	Texas Womans's University	Julie Way		Handshake.com		
25	The University of Oklahoma	Kim Sherbon		Handshake.com		
26	United Methodist Church	Robin Combs	4910 Cobbs Dr. Waco, TX 76710	wesleyumc2007@sbcglobal.net	254-754-1822	
27	University of Arizona	Sara Rosenburg		Handshake.com		
28	University of Central Oklahoma	Beth Waddleow	100 N University Dr. Box 128 Edmond, OK 73034	careers@uco.edu	405-974-3346	
29	University of New Mexico	Lindsay Lopez		Handshake.com		

30	University of North Texas	Daisy Gillam		Handshake.com		1
31	University of Texas at Arlington	Katie Block		Handshake.com		
32	University of Texas Austin	Christina Worle	1 University Station Austin, TX 78712	ccsmain@austin.utexas.edu	512-417-9421	
33	University of Texas El Paso	George Barton	500 W. University 103 W Union Blvd El Paso, TX 79902	careers@utep.edu	915-747-5640	
34	University of Texas of San Antonio	Laura Escobar		Handshake.com		
35	University of Texas Permian Basin	Tony Love	4901 E. University Blvd. Odessa, TX. 79762	careerservices@utpb.edu	432-552-3634	
36	West Texas A&M University	Kim Muller		Handshake.com		
<b>ADDITIONAL SOURCES</b>						
37	Asian American Journalist Association			www.aaaja.org		
38	Cen-Tex Hispanic Chamber	Sonia Fuentes	501 Franklin Ave Ste. 806 Waco, TX 76701	soniaf@wacohispanicchamber.com	254-754-7111	
39	Illinois Center for Broadcasting	Carl Jackson	455 Eisenhower Ln. S #200 Lombard, IL 60148	cjackson@beonair.com	630-916-1700	
40	LinkedIn	Donna Tadlock		www.linkedin.com		5
41	Midland Chamber of Commerce Economic Development	Amber	109 N Main Midland, TX 79701	amber@midlandhcc.com	432-686-3571	
42	Midland Workforce	Graciela Cheauma	3510 N. A St. Bldg. A Midland, TX 79705	graciela.sanmiguelcheauma@twc.state.tx.us	432-685-8336	
43	My Next Job Spot			www.mynextjobspot.com		
44	National Association of Hispanic Journalist			www.nahjcareercenter.com		
45	Native American Journalist Association	Rebecca Landsberry		rebeccalandsberry@naja.com		
46	Texas Association of Broadcasters	Anna Romero	502 E. 11th St. Ste. 200 Austin, TX 78701	anna.romero@tab.org		1
47	TSTC Abilene	Julia Humphrey	650 E. HW 80 Abilene, TX 79602	julia.humphrey@tstc.edu	325-734-3612	
48	TV Jobs.com	Mark Holloway		www.tvjobs.com		
49	TVB.org			www.tvb.org		
<b>KWES SOURCES</b>						
50	Referrals	Employees, Clients, Vendors, Etc.				13
51	Internal Transfers					2
52	Facebook	Ronnie Marley				1
53	NewsWest 9 Television Ad	Nicholas Hatcher				1
54	Job Fairs					3
55	Raycom Website					13
56	Sportscaster Talent Agency of America					2
57	Google Search					2
58	Former Intern/Employee					2
59	Indeed.com/Monster.com					2
<b>TOTAL:</b>						<b>48</b>

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): April 6, 2017

Describe Nature of Initiative:

Midland College Job Fair 2017

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

Attended a job fair at Midland College in Midland, TX. Spoke with many attendees about the current job opportunities and internship opportunities. Collected resumes. Handed out brochures with information on how to apply at multiple Raycom stations.

Names of Station Personnel involved in Initiative:

Diana Gonzalez – Business Office/EEO Coordinator  
Krissie Spratlan- Local Sales Manager  
Sean McMullen- Digital Sales Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): May 4, 2017

Describe Nature of Initiative:

Midland Business Expo and Job Fair 2017

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

Attended a job fair at the Grand Texan Convention Center in Midland, TX. Spoke with many attendees about the current job opportunities and internship opportunities. Collected resumes. Handed out brochures with information on how to apply at multiple Raycom stations.

Names of Station Personnel involved in Initiative:

Diana Gonzalez – Business Office/EEO Coordinator  
Krissie Spratlan- Local Sales Manager  
Sean McMullen- Digital Sales Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): June 8, 2017

Describe Nature of Initiative:

Career Fair at Ector County Coliseum Building A

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

Attended a job fair at the Ector County Coliseum Building A in Odessa, TX. Spoke with many attendees about the current job opportunities and internship opportunities. Collected resumes. Handed out brochures with information on how to apply at multiple Raycom stations.

Names of Station Personnel involved in Initiative:

Diana Gonzalez – Business Office/EEO Coordinator  
Krissie Spratlan- Local Sales Manager  
Veronica Herrera- News Operation Manager  
Crystal Martinez- Account Executive

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): October 10, 2017

Describe Nature of Initiative:

Texas Tech Media & Communication Career Fair

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

Attended a career fair in Lubbock, TX at Texas Tech University. Spoke with many attendees about the current job and intern opportunities at KWES. Collected resumes. Handed out brochures and business cards with information on how to apply at multiple Raycom stations.

Names of Station Personnel involved in Initiative:

Diana Gonzalez – Business Office/EEO Coordinator  
Michael Thompson- News Director  
Veronica Herrera- News Operation Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): March 29, 2018

Describe Nature of Initiative:

University of Texas at the Permian Basin Spring 2018 Job Fair

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

Attended a job fair at the University of Texas of the Permian Basin in Odessa, TX. Spoke with many attendees about the current job opportunities and internship opportunities. Collected resumes. Handed out brochures with information on how to apply at multiple Raycom stations.

Names of Station Personnel involved in Initiative:

Diana Gonzalez – Business Office/EEO Coordinator  
Kevin Southern- Director of Engineering



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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

KWES, LLC Station Tours

KWES, LLC 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 tour given to children interested in the weather and high school students from New Tech Odessa.

Names of Station Personnel involved in Initiative:

Chief Meteorologist- Rachel Briers  
Meteorologist- Derrick Jackson  
Meteorologist- Chris Sullivan  
Weather Specialist- Viviana Solis  
Morning Anchor- Roxette Pietri

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

KWES, LLC personnel speaking at local elementary schools.

Read Across America Celebration. Rachel read books and spoke about being a meteorologist.

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

Bowie Fine Arts 1<sup>st</sup> Grade Class- February 26, 2018

Greenwood Elementary- March 2, 2018

Names of Station Personnel involved in Initiative:

Chief Meteorologist- Rachel Briers

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

KWES, LLC personnel speaking at local elementary schools.

KWES, LLC 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):

Santa Rita Elementary in Midland, TX for career day on May 26, 2017

Bonham Elementary in Midland, TX for career day on May 26, 2017

Parker Elementary in Midland, TX on November 17, 2017

Edward K Dowling Elementary in Odessa, TX on February 2, 2018

Hillcrest School in Midland, TX on February 15, 2018

Names of Station Personnel involved in Initiative:

Chief Meteorologist- Rachel Briers

Meteorologist- Derrick Jackson

Meteorologist- Chris Sullivan

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): NewsWest 9 Internship Program

Describe Nature of Initiative:

We accept interns wanting to acquire the skills needed for the broadcast industry. We typically keep an intern for six weeks only.

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

When an intern joins NewsWest 9, we pair them with a full-time staff member and they are assigned various tasks. This is open to college students.

During the reporting period, the station had two interns from the following universities:  
Texas A&M

Names of Station Personnel involved in Initiative:

Michael Thompson-News Director  
Melissa Beach-Hendrix- Assistant News Director

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Run PSA to reach out to community organizations with whom to contact if they wish to receive job postings.

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

The PSA list Diana Gonzalez as HR contact for whoever want us to post our job at their site.

"KWES, a Raycom Media station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to: Diana Gonzalez at PO Box 60150, Midland, TX. 79711.

Names of Station Personnel involved in Initiative:

Diana Gonzalez- Business Office Coordinator/HR

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): See Below

Describe Nature of Initiative:

Attended a webinar refresher course on how to complete your stations EEO annual report, quarterly self-audits and information on where to find all EEO information on the Raycom Intranet/SharePoint

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

Diana Gonzalez attended on November 28, 2017  
Josh Young attend on October 17, 2017

Names of Station Personnel involved in Initiative:

Diana Gonzalez- Business Office Coordinator/HR  
Josh Young- General Manager/ VP