

**[KFDA-TV/KEYU-TV/KZBZ-CD]
EEO PUBLIC FILE REPORT
[April 1, 2019 – March 31, 2020]**

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 Specialist	1-13, 16-18, 20	13
News Specialist	1-12, 16-18, 20	20
Reporter/MMJ	1-11, 16-20	18
Sports Reporter/Anchor	1-11, 16-20	19
News Specialist	1-13, 16-18, 20	13
Reporter/MMJ	1-11, 16-20	16
Digital Content Producer	1-12, 16-18, 20	20
Reporter/MMJ	1-11, 16-20	19
News Producer	1-12, 16-20	20
News Specialist	1-12, 16-18, 20	18
Operations Technician	1-13, 16-18, 20	13
Production Assistant	1-12, 16-18, 20	20
Account Executive	1-13, 16-18, 20	13
Broadcast Producer	1-12, 16-20	20
Production Assistant	1-12, 16-18, 20	1
Reporter/MMJ	1-11, 16-20	16
Sports Reporter/Anchor	1-11, 13, 16-20	13
Administrative Assistant	1-12, 16-18, 20	20

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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	Amarillo College, Don Abel, Box 7447 Amarillo, TX 79109 Ph. 806-371-5298	Y	2
2	Amarillo Hispanic Chamber of Commerce, Gus Trujillo, Box 1861 Amarillo, TX79109 Ph. 806-379-8800	Y	
3	Colorado Media School, Donna Byrd, 404 S. Upham St. Lockwood, CO80226 Ph. 303-937-7070		
4	Eastern New Mexico University Recruiting Source ENMU Station #34 Portales, NM 88130 Ph. 575-562-1011	Y	
5	Medialine Rick Iler Box 51909 Pacific Grove, CA93950 Ph. 800-237-8073		
6	Oklahoma State University Career Services 360 Student Union Stillwater, OK 74078 Ph. 405-744-2242		
7	Texas Association of Broadcasters Anna Romero 502 E. 11 th St. Suite 200 Austin, TX 78701 Ph. 512-322-9944	Y	
8	Texas Tech University Emily Balke BOX 43082 Lubbock, TX 79409 Ph. 806-742-6500	Y	
9	Univ.of Texas Recruiting Source 1 University Station A0901 CMA 3102 Austin, TX 78712 Ph. 512-417-9421		
10	West Texas A&M University Karl Kimsey Box 60728 Canyon, TX 79015 Ph. 806-651-2345	Y	2
11	(Workforce Solutions) Texas Workforce Center Trent Morris Box 1682 Amarillo, TX 79109 Ph. 806-372-5521	Y	
12	Welcome Pardner! DJ Stubben dj@welcomepardner.com	Y	5
13	KFDA-TV Current Employee & Referrals		14
14	KFDA-TV Internship		1
15	WTAMU Career Fair		2
16	Gray TV Website www.graytv.com		21
17	KFDA-TV Website www.newschannel10.com		16
18	LinkedIn www.linkedin.com		3
19	TV Jobs www.tvjobs.com		6
20	Indeed www.indeed.com		10
21	TV On-Air Spot		3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			85

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in Job Fairs	<p>West Texas A&M University Fall Career Expo 9/26/19</p> <p>West Texas A&M University Spring Career Expo 2/20/2020.</p> <p>Horace Mann Middle School Career Fair 4/11/19</p> <p>Participants from the stations included: General Manager, Sales Manager, HR Coordinator, Marketing Director, Operations Manager, News Director, News Anchors and Reporters.</p>
2	Participated in EEO Rules Webinar	<p>On 6/20/19, HR Coordinator participated in a webinar for EEO rules conducted by Wiley Rein, LLP.</p>
3	Internship Program	<p>KFDA partners with area colleges and AISD for student internships each year. Students must be eligible for additional class credits to qualify for the program. There were three this report. One from AISD, one from Amarillo College and one from WTAMU.</p>
4	Speaking Engagements Designed to Disseminate Information About Broadcast Careers	<p>Career Discovery Day at the Amarillo Discovery Center on 10/28/19. Participant General Manager.</p> <p>National Weather Spring Seminar 1/20/26. Participants were four Meteorologists.</p> <p>Chief Meteorologist teaches Meteorology and Broadcast Meteorology at West Texas A&M University</p>