

**KBMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2019 - March 20, 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
Master Control Operator	2, 4-7, 10-13, 15-20, 22-24, 26, 30-32	12
Technical Director	2, 4-7, 10, 16-20, 22-23, 26, 29-32	29
Weekend Sports Anchor/MSJ	2-7, 9-11, 14-16, 18-24, 26, 28, 30-35	11
Multi-Platform Producer (006814)	2-7, 9-11, 15-16, 18-24, 26-33, 35	29
Master Control Operator - 007097	1-7, 9-11, 13, 15-16, 18-33, 35	25
Weekend Meteorologist/MSJ - 007278	2-11, 13, 15-16, 18-24, 26, 28-33, 35	29
Digital Multi-Skilled Journalist	2-7, 9-11, 13, 15-16, 18-24, 26, 28-33, 35	29
Account Executive - 008061	2-7, 9-11, 13, 15-16, 18-24, 26-33, 35	29
Visual Storyteller - 008051	2-7, 9-11, 15-16, 18-24, 26, 28-33, 35	29
National Sales Assistant	2-7, 9-11, 15-16, 18-24, 26, 28-33, 35	29
News Producer - 008046	2-7, 9-11, 13, 15-16, 18-24, 26, 28-33, 35	29

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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

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9	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
10	Goodwill Industries P.O. Box 3963 Beaumont, Texas 77704 Phone : 409-838-9911 Email : linda@goodwillbmt.org Linda Williams	Y	0
11	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	1
12	Indeed.com	N	1
13	Indeed.com - Not Directly Contacted by SEU	N	11
14	Internal Candidate	N	1
15	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 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	3
17	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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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	Linked In -- Mountain View, California Phone : 650-687-3555 Url : www.linkedin.com Recruiting Member Manual Posting	N	0
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	N	0
24	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
25	Other Source	N	1
26	Port Arthur NAACP 811 W 15th St Port Arthur, Texas 77640 Phone : 409-293-5020 Email : kalan.gardner@yahoo.com Kalan Gardner	Y	0
27	Self Referral	N	3
28	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0
29	Station Website	N	24
30	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	4
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	0
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	Walk In	N	1

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35	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>55</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	3/26/2019	Establishment of training programs for station personnel	TEGNA Tag Board Training sessions were hosted by Corporate to help stations tell their on-air stories in a unique way. Participants included on-air producers, newsroom, promotions, and engineering staff.	3	News Director Digital Producer Digital Producer
2	5/9/2019	Sponsorship of events in the community designed to increase public awareness	SEU hosted Blanchard Elementary Special Education Class for a tour and presentation about careers in broadcasting. 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	News Director Anchor Meteorologist Production Manager
3	5/15/2019	Sponsorship of events in the community designed to increase public awareness	SEU hosted Nederland High School AV Production Class for a tour and presentation about careers in broadcasting. 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 Meteorologist Media Tech Anchor
4	6/3/2019	Establishment of training programs for station personnel	New Applications Training on new phone system was conducted for all station personnel.	75	Account Executive Receptionist Account Executive Multi Skilled Journalist
5	6/18/2019	Establishment of training programs for station personnel	Content Summit June 18 -21, 2019 Participants include News, Digital, Marketing Directors and General Managers at TEGNA HQ. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	General Manager News Director Promotions Manager Digital Content Producer

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6	7/18/2019	Hosting of Job Fair	SEU hosted a job fair held at the MCM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. 20 businesses throughout Southeast Texas participated. Our SEU also participated in the job fair, distributing information about our station	4	Director of Sales Account Executive Meteorologist Promotions Manager
7	7/23/2019	Sponsorship of events in the community designed to increase public awareness	SEU hosted King's Club Summer Camp for a tour and presentation about careers in broadcasting. 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.	3	News Director Production Manager Meteorologist
8	1/16/2020	Establishment of training programs for station personnel	Byte Back Challenge January 16-31, 2020 When it comes to cyber security, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TEGNA launched an annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyber attacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	75	General Manager News Director Operations Manager Director of Sales



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9	2/1/2020	Participation in events sponsored by community groups	BISD College, Career & Military Readiness Fair at West Brook High School Anchors and reporters presented career information about their jobs in broadcasting, job duties and related educational requirements. After a question and answer period, the students participated in a mock news live spot.	3	News Director Anchor Meteorologist
10	2/11/2020	Establishment of training programs for station personnel	Disinformation Training February 11-12, 2019 All content newsroom staff were trained on techniques of how to identify false information and how best to stop the spread of that information, especially on social platforms.	26	News Director Multi Skilled Journalist Multi Skilled Journalist Meterologist
11	2/25/2020	Participation in other activities designed by the station employment unit	Chief Meteorologist hosted one local middle school student with an interest in a career in broadcast meteorology. The student spent time shadowing the meteorologist and learning about how a weather forecast is prepared for air. Student had the opportunity to ask many questions and watched a live newscast to experience the final newscast production.	1	Chief Meterologist