

KBMT
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive/Media Specialist	1-6, 11-12, 14, 16-20, 22-24, 26, 31-33	31
Account Executive/Media Specialist	1-6, 11-12, 14, 16-20, 22-24, 26, 31-33	31
Technical Director	1, 3-6, 11, 16-20, 22-23, 26, 31-33	31
Local Sales Manager	1, 3-6, 11-12, 14, 16-20, 22-24, 26, 31-33	31
Multi-Skilled Journalist	1, 3-8, 10-12, 14, 16-26, 30-33	31
Multi-Skilled Journalist	1, 3-8, 10-12, 14, 16-26, 30-33	8
Assistant News Director	1-6, 10-24, 26-29, 31-34, 36	31
Multi-Platform Producer	1-6, 10-12, 14-24, 26-29, 31-36	35
Anchor/Investigative Reporter	1-6, 10-12, 14-24, 26-29, 31-34, 36	5
Multi-Skilled Journalist	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	16
WEEKEND ANCHOR/ MULTI-SKILLED JOURNALIST	1-6, 10-14, 16-24, 26-27, 31-34, 36	13
Digital Sales Specialist	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	16
Account Executive/Media Specialist	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	5
Multi-Skilled Journalist	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	31
Multi-Skilled Journalist	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	31
Technical Director	1-6, 10-12, 14, 16-24, 26-27, 31-36	31
Technical Director	1-6, 10-12, 14, 16-24, 26-27, 31-36	31
Technical Director	1-6, 10-12, 14, 16-24, 26-27, 31-36	35
Production Assistant	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	31
Digital/Social Content Producer	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	31
Master Control Operator	1-6, 10-12, 14, 16-24, 26-27, 31-34, 36	5
Digital Content Producer	1-6, 10-12, 14, 16, 18-24, 26-27, 30-34, 36	30
Multi-Platform Producer	1-6, 10-12, 14, 16, 18-24, 26-27, 31-34, 36	31
Weekend Sports Anchor/MSJ	1-6, 10-14, 16, 18-24, 26-27, 31-36	31
Sales Assistant	8-9, 13	9

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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	0
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	18
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	Employee Referral	N	2
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	4
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	6
13	Internal Candidate	N	4
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	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

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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	MyJobHelper 33 Irving Place FL3 New York, New York 10003 Phone : (306) 993-4667 Job Listings Manual Posting	N	0
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	SimplyHired.com 370 San Aleso Ave #200 Sunnyvale, California 94085 Phone : 408-747-0012 Job Listings Manual Posting	N	0
28	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
29	Southeast Texas - Classifieds Beaumont Enterprise 380 Main St Beaumont, Texas 77701 Phone : 409-833-3311 Job Ads Manual Posting	N	0
30	Station Website	N	2
31	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	26

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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
32	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
33	Texas Workforce Commission 304 Pearl St Beaumont, Texas 77701 Phone : 409-839-8045 Email : glynn.gatlin@twc.state.tx.us Glynn Gatlin	Y	0
34	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
35	Walk In	N	4
36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	3/22/2018	Hosting of Job Fair	On March 22, 2018, our SEU hosted a job fair held at the MCM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. Local businesses throughout Southeast Texas participated and the event was attended by local job candidates. 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, Meteorologist, Anchors, a reporter, and account executives.	5	Director of Sales Chief Meteorologist Anchor Anchor
2	5/3/2018	Sponsorship of events in the community designed to increase public awareness	On May 3, 2018, our SEU hosted Silsbee High School students 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 Anchor Producer
3	5/8/2018	Establishment of training programs for station personnel	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	GM Director of Sales

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4	5/16/2018	Sponsorship of events in the community designed to increase public awareness	On May 16, 2018, our SEU hosted the Nederland High School A/V Production 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.	2	Production Manager News Director
5	6/13/2018	Provision of training to management	HR conducted training for newsroom department heads on the topic of Progressive Discipline, which is a process for dealing with job-related behavior that does not meet expected and communicated performance standards. The primary purpose of progressive discipline is to assist the employee to understand that a performance problem or opportunity for improvement exists.	25	HRBP All Station Leaders
6	7/19/2018	Hosting of Job Fair	On July 19, 2018, our SEU hosted a job fair held at the MCM Elegante' Hotel in Beaumont, TX. The station planned, arranged, promoted and implemented this event. Local businesses throughout Southeast Texas participated and the event was attended by local job candidates. Our SEU also participated in the job fair, distributing information about our station, job opportunities currently available and application procedures.	8	Director of Sales General Manager Meteorologist Reporter
7	8/3/2018	Sponsorship of events in the community designed to increase public awareness	On August 3, 2018, our SEU hosted the Lee High School STEM class for a tour and presentation about careers in broadcasting. Our News Director guided the tour. Members of our news staff, including production manager, 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.	2	News Director Production Manager

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8	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	45	All News Staff
9	1/4/2019	Establishment of training programs for station personnel	On January 4, 2019, the station's News Staff participated in training sessions to learn TEGNA's new Content Management System.	10	News News Director
10	2/21/2019	Hosting of Job Fair	On February 22, 2019, 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. Our SEU also participated in the job fair, distributing information about our station.	8	Director of Sales General Manager Anchor Reporter
11	2/25/2019	Establishment of training programs for station personnel	Sales Leadership Summit hosted by TEGNA in New Orleans. Director of Sales and General Manager participated in leadership training on new products in advertising.	2	General Manager Director of Sales
12	3/18/2019	Establishment of training programs for station personnel	TEGNA Labor Relations Training Labor Relations provides 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.	1	HRBP

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13	3/18/2019	Establishment of training programs for station personnel	Conflicts of Interest training course describes the most common workplace conflict-of-interest situations and the circumstances in which they arise. It is intended to train employees of all types of organizations to recognize and avoid conflicts of interest, particularly with regard to personal, financial and family interests, dealing with customers and suppliers, and handling offers of gifts and entertainment.	80	All Staff