

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

## EEO PUBLIC FILE REPORT

April 1, 2016 to March 31, 2017

### I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News/Content Specialist	38, 39, 40, 43	38
News Producer	1-25, 27, 29, 30-37, 39, 40-44	37
News/Content Specialist	38, 39, 40, 43	38
MMJ/Reporter	1-25, 27, 29, 30-37, 38, 39, 40-44	38
Part Time Photographer	1-25, 27, 29, 30-37, 38, 39, 40-44	38
News Producer	1-25, 27, 29, 30-37, 38, 39, 40-44	42
Marketing Director	1-25, 27, 29, 30-37, 38, 39, 40-44	38
MMJ/Reporter	1-25, 27, 29, 30-37, 38, 39, 40-44	43
Meteorologist	1-25, 27, 29, 30-37, 38, 39, 40-44	38
Marketing Producer	1-25, 27, 29, 30-37, 38, 39, 40-44	6
News/Content Specialist	38, 39, 40, 43	43
Account Executive	37, 38, 39, 40, 43	38
General Sales Manager	1-25, 27, 29, 30-37, 38, 39, 40-44	36
News/Content Specialist	37, 38, 39, 40, 43	37
Assistant Chief Engineer	1-25, 27, 29, 30-37, 38, 39, 40-44	38
News Producer	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	45
Photographer	37, 38, 39, 40, 43	43
Assistant News Director	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	38
MMJ/Reporter	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	43
News Producer	37, 38, 39, 40, 43	38
Part Time Meteorologist	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	38
PT News/Content Specialist	37, 38, 39, 40, 43	38
News/Content Specialist	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	38
Digital Sales Manager	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	29
Digital Content Producer	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	33
Local Sales Manager	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	29
News/Content Specialist	37, 38, 39, 40, 43	43
Account Executive	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	29
News/Content Specialist	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	40
Account Executive	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	38
Operations Technician	1-25, 27, 29, 30-37, 38, 39, 40-44, 46	38
Photographer/MMJ	37, 38, 39, 40, 43	38
Operations Technician	37, 38, 39, 40, 43	38

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### 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	Baylor University	Michelle Mcohenour	One Bear Place #97036 Waco, TX 767	hireabear@baylor.edu	254-710-8666	
6	Eastern New Mexico University	Susan Larson	ENMU Station # 34 Protales, New Mexico 88130	careerandcounseling.intern@enmu.edu	505-562-1011	1
7	Laredo Community College	Gloria Perez	West End Washington Street Laredo, TX 78040	gloria.perez@laredo.edu	956-721-5135	
8	Lubbock Christian University	Sheila Dye	5601 19th St. Lubbock, TX 79423	sheila.dye@lcu.edu	806-720-7215	
9	Midland College	Lupe Daniels	3600 N Garfield Midland, TX 79705	ldaniels@midland.edu	432-685-4716	
10	Midwestern State University	Sara Ward	3410 Taft Wichita Falls, TX 79701	careermanagement@mwsu.edu	940-397-4407	
11	Odessa College	Chip Carlson	201 W University Odessa, TX 79764	pmartinez@odessa.edu	432-335-6853	
12	Oklahoma State University	Career Services	3600 Student Union Stillwater, OK 74078	careers@okstate.edu	405-744-2242	
13	San Antonio College	Brittany Clauss	1300 San Pedro Ave San Antonio, TX 78212	bclauss1@alamo.edu	210-785-6021	
14	Southernwestern University	Roger Young	PO Box 770 Georgetown, TX 79627	career_services@southwestern.edu	512-863-6511	
15	Sul Ross University	J Rueb	UC 211C Box C-171 Alpine, TX 79832	jrueb@sulross.edu	432-837-8178	
16	Tarleton State University	Shannon M	Box T550 Stephenville, TX 76402	careers@tarleton.edu	254-968-9078	
17	Texas A&M University	Tina Boitnott	PO Box 3011 Commerce, TX 75429	tina.boitnott@tamuc.edu	903-886-5014	
18	Texas Tech University	Amanda Perez	Box 43082 Lubbock, TX 78666	ac.perez@ttu.edu	806-742-6500	
19	United Methodist Church	Robin Combs	4910 Cobbs Dr. Waco, TX 76710	wesleyumc2007@sbcglobal.net	254-754-1822	
20	University of Central Oklahoma	Beth Waddleow	100 N University Dr. Box 128 Edmond, OK 73034	careers@uco.edu	405-974-3346	
21	University of North Texas	Dan Naegeli	PO Box 310859 Denton, TX 76203	careercenter@unit.edu	940-565-2105	
22	University of Texas Austin	Christina Worle	1 University Station Austin, TX 78712	ccsmain@austin.utexas.edu	512-417-9421	
23	University of Texas El Paso	George Barton	500 W. University 103 W Union Blvd El Paso, TX 79902	careers@utep.edu	915-747-5640	
24	University of Texas Permian Basin	Tony Love	4901 E. University Blvd. Odessa, TX. 79762	careerservices@utpb.edu	432-552-3634	
25	West Texas A&M	Leigh Browning	WTAMU Box 60747 Canyon, TX. 79016	lbrowning@mail.wtamu.edu	806-651-2412	
<b>ADDITIONAL SOURCES</b>						

26	Asian American Journalist Association			<a href="http://www.aaja.org">www.aaja.org</a>		
27	Cen-Tex Hispanic Chamber	Sonia Fuentes	501 Franklin Ave Ste. 806 Waco, TX 76701	<a href="mailto:soniaf@wacohispanicchamber.com">soniaf@wacohispanicchamber.com</a>	254-754-7111	
28	Illinois Center for Broadcasting	Carl Jackson	455 Eisenhower Ln. S #200 Lombard, IL 60148	<a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a>	630-916-1700	
29	LinkedIn	Donna Tadlock		<a href="http://www.linkedin.com">www.linkedin.com</a>		3
30	Midland Chamber of Commerce Economic Development	Amber	109 N Main Midland, TX 79701	<a href="mailto:amber@midlandhcc.com">amber@midlandhcc.com</a>	432-686-3571	
31	Midland Workforce	Graciela Cheauma	3510 N. A St. Bldg. A Midland, TX 79705	<a href="mailto:graciela.sanmiguelcheauma@twc.state.tx.us">graciela.sanmiguelcheauma@twc.state.tx.us</a>	432-685-8336	
32	My Next Job Spot			<a href="http://www.mynextjobspot.com">www.mynextjobspot.com</a>		
33	National Association of Hispanic Journalist			<a href="http://www.nahicareercenter.com">www.nahicareercenter.com</a>		1
34	Native American Journalist Association	Rebecca Landsberry		<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>		
35	Texas Association of Broadcasters	Anna Romero	502 E. 11th St. Ste. 200 Austin, TX 78701	<a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a>		
36	Spots N' Dots		Newsletter			1
37	TV Jobs.com	Mark Holloway		<a href="http://www.tvjobs.com">www.tvjobs.com</a>		2
<b>KWES SOURCES</b>						
38	Referrals	Employees, Clients, Vendors, Etc.				17
39	Internal Transfers					
40	Facebook					1
41	Television Ad					
42	Job Fairs					1
43	Station Website					5
44	Walk-In					
45	Former Intern					1
<b>TOTAL:</b>						<b>33</b>

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April 1, 2016 to March 31, 2017

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): March 7, 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, Texas at Texas Tech University. 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  
Veronica Herrera- News Operations Manger  
Andy Fagen- General Sales Manger  
Michael Thompson- News Director

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

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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):

Yarbrough Elementary November 4, 2016  
Hays Magnet Academy in Odessa January 13, 2017  
Burnette Elementary Midland January 18, 2017  
Burnette Elementary Odessa January 24, 2017  
Zavala Magnet Elementary School Odessa January 31, 2017

Names of Station Personnel involved in Initiative:

Chief Meteorologist- Rachel Briers  
Meteorologist- Derrick Jackson  
Meteorologist- Chris Sullivan

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

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April 1, 2016 to March 31, 2017

**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.

Names of Station Personnel involved in Initiative:

Chief Meteorologist- Rachel Briers

Meteorologist- Derrick Jackson

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

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Provide real world experience, understanding, and knowledge of various topics related to broadcast television and radio to Writing in Communications class at University of Texas Permian Basin.

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

- Feb. 16: Interviews
- Feb. 21: Sports writing
- Feb. 23: Radio
- Feb. 27: Photography
- March 7: Visit *News West 9* at 8 a.m.
- March 9: Videography

Names of Station Personnel involved in Initiative:

Josh Young- General Manager

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

**EEO PUBLIC FILE REPORT**

April 1, 2016 to March 31, 2017

**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 Tech University

Oklahoma State University

Names of Station Personnel involved in Initiative:

News Director

Assistant News Director



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

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Star Athlete Scholarship Program

Describe Nature of Initiative:

KWES-TV partners with local sponsors to produce a weekly spotlight that focusses on a "Star Athlete." This is an individual who not only excels on the field, but also in the classroom. Nominations are received from school leaders across the area. At the end of the season, 4 athletes are selected by a committee to receive a \$1000 scholarship to the school of their choice.

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

KWES-TV produces weekly stories and promotional commercials that feature athletes February through May.

Names of Station Personnel involved in Initiative:

Josh Young- General Manager  
Brian Wilk- Sports Director