

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 4/01/09 to 3/31/10.

1) Employment Unit: KTVT (CBS Stations Group of Texas LP); KTXA (Television Station KTXA LP)

2) Unit Members (Stations and Communities of License): KTVT CBS 11 / KTXA 21

3) EEO Contact Information for Unit Member:

Mailing Address: 5233 Bridge Street Fort Worth, TX 76103	Telephone Number: (817) 451-1111
	Contact Person: Vonne Velez
	E-mail Address: Vonnev@ktvt.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. Writer/Producer
2. Account Executive (2)
3. Web Producer
4. Sales Assistant (3)
5. Assignment Editor
6. Sports Producer
7. Producer (2)
8. Anchor
9. Producer
10. Account Executive (2)
11. President and General Manager
12. Reporter
13. Web Producer

(☐ Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

5) Job Title: Writer/Producer
Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Graeme Newell's Marketing Ideanet Newsletter				gnewell@602communications.com	No
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Account Executive (2)
Referral Source(s) of Hiree(s): Industry Referral/Rehire

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Cynopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Web Producer

Referral Source(s) of Hiree(s): Internal Posting

No external posting conducted

5) Job Title: Sales Assistant (3)
Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Assignment Editor
Referral Source(s) of Hiree(s): TV Jobs

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Sports Producer

Referral Source(s) of Hiree(s): Internal Posting

No external posting conducted.

5) Job Title: Producer (2)
Referral Source(s) of Hiree(s): Industry Referral/TV Jobs

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Anchor
Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Producer
Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
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Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
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SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: Account Executive (2)
Referral Source(s) of Hiree(s): Industry Referral/Rehire

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Spots N' Dots	April Causey	888.884.2630 x1		april@spotsndots.com	No
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

5) Job Title: President and General Manager

Referral Source(s) of Hiree(s): Internal Posting

No external posting conducted

5) Job Title: Reporter

Referral Source(s) of Hiree(s): Internal Posting

No external posting conducted

5) Job Title: Web Producer
Referral Source(s) of Hiree(s): Industry Referral

NAME	CONTACT PERSON	PHONE #	FAX #	EMAIL ADDRESS / WEB SITE	Did Recruitment Source Request Notification? (Yes/No)
African American CoC of Arlington		817.688.8225	817.472.6368		No
All Asian American CoC		817.475.4783	817.485.1061		No
Fort Worth CoC - Job Links	Barbara Selman	817.336.2491	817.877.4034	bselman@fortworthchamber.com	No
Greater Dallas Asian American CoC		972.241.8250	972.241.8270	info@gdaacc	No
American Indian CoC	Diana Woodward	817.429.2323, x11		aicct@aicct.com	Yes
American Women in Radio and Television (AWRT)	Amy Lotz			alotz@awrt.org	Yes
Cynthia's Synopsis	Trish Pihonak			Trish@cynopsis.com	No
Dallas Black CoC	Carmen Humble	214.421.5200	214.421.5510	-	Yes
Denton Black CoC		940.347.3252	940.382.9695	-	No
Fort Worth Metropolitan Black CoC			817.332.6438	-	No
Heart of Texas Black CoC		817.756.0933	254.412.0988	-	No
Best Southwest CoC		972.780.4999	972.293.9024	-	No
Metro Crest CoC - Carrollton		972.416.7874	972.416.6600	-	No
Dallas Concilio	Toni Patterson	214.818.0481	214.818.0485	tpatterson@dallasconcilio.org	Yes
Dallas County Community Colleges				www.collegecentral.com	Yes
Dallas Urban League	Monique Johnson	214.915.4682	214.915.4601	-	Yes
DFW Association of Black Communicators				info@dfwabc.org	Yes
Artlington Hispanic CoC	Paulene	469.688.7636	817.795.9499	-	No
Central Texas Hispanic CoC - Waco		254.754.7111	254.754.3456	-	No
Denton Hispanic CoC		940.565.1919	940.565.1917	dentonhccoc@hotmail.com	No
Fort Worth Hispanic CoC	Gloria Martinez or William Giron	817.625.5411		gloria.martinez@fwhcc.org or william.giron@fwhcc.org	Yes
Greater Austin Hispanic CoC		512.476.7502	512.476.6417	-	
Greater Dallas Hispanic CoC	Myra Mendoza	214.521.6007	214.520.1687	-	Yes
Greater Dallas Korean American CoC		972.488.2224	972.488.2226	gdkacc@yahoo.com	No
CBS Television Stations	N/A	N/A	N/A	www.cbs11tv.com	N/A
Lone Star Emmy				lonestaremmy@sbcglobal.net	No
NAACP -Dallas	Andrea Clark	214.394.7779		secretary@naacpdallas.org	Yes
San Antonio Hispanic CoC		210.225.0462	210.225.2485	-	No
SMU	Michele Houston			mhouston@smu.edu	Yes
Tarrant County Colleges			817.515.6378	-	Yes
TCU Career Services				careerservices@tcu.edu	No
TAB				www.tab.org	No
TVJobs.Com				www.tvjobs.com	No
UTA Career Services				careers@uta.edu	No
Women's Center of Tarrant County			817.927.0694	-	Yes

6) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the preceding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
(1) <u>XXX</u>	<u>Industry Referral</u>
(2) <u>XXX</u>	<u>Industry Referral</u>
(3) <u>XXX</u>	<u>Rehire/Current Employee Referral</u>
(4) <u>XXX</u>	<u>Internal Posting</u>
(5) <u>xxx</u>	<u>Industry Referral</u>
(6) <u>XXX</u>	<u>Industry Referral</u>
(7) <u>XXX</u>	<u>Industry Referral</u>
(8) <u>XXX</u>	<u>TV Jobs</u>
(9) <u>XXX</u>	<u>Internal Posting</u>
(10) <u>XXX</u>	<u>TV Jobs</u>
(11) <u>XXX</u>	<u>Industry Referral</u>
(12) <u>XXX</u>	<u>Industry Referral/Talent Dynamics</u>
(13) <u>XXX</u>	<u>Industry Referral</u>
(14) <u>XXX</u>	<u>Industry Referral</u>
(15) <u>XXX</u>	<u>Rehire/Current Employee Referral</u>
(16) <u>XXX</u>	<u>Internal Posting</u>
(17) <u>XXX</u>	<u>Internal Posting</u>
(18) <u>XXX</u>	<u>Industry Referral</u>

(Check here if additional Hirees are listed on an attached sheet, using identical format.)

7) Total # of Interviewees Referred by Each Source: For the period from 4/01/09 to 3/31/10, this Employment Unit interviewed 89 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) <u>Agent</u>	<u>0</u>
(2) <u>BCFM</u>	<u>0</u>
(3) <u>Internal Candidate - CTS</u>	<u>3</u>
(4) <u>Current Employee Referral</u>	<u>3</u>
(5) <u>Former Employee</u>	<u>5</u>
(6) <u>Graeme Newell's Marketing Ideanet Newsletter</u>	<u>3</u>
(7) <u>Industry Referral</u>	<u>31</u>
(8) <u>Internal Posting</u>	<u>8</u>
(9) <u>CBS Television Stations Job Website</u>	<u>18</u>
(10) <u>Talent Dynamics</u>	<u>12</u>
(11) <u>TVJOBS.com Website</u>	<u>6</u>
(12) <u>TWC Website</u>	<u>0</u>

(Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) Job Fairs. (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
No recruitment		
No recruitment		

(b) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Morgan Christopher Lehigh University Senior Communications	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
2. Rachel Frost LSU Junior Broadcast Journalism	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
3. Jana Martin SMU Senior Journalism	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
4. RaviGodhwani Texas A&M Senior Telecommunication	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
5. Brooke Miller UT Austin Senior Journalism	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
6. Amy Willson Oklahoma State University Junior Journalism/PR	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
7. Nick Adams Texas A&M Senior Media Studies	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
8. Victoria Maranan TCU Senior Broadcast Journalism	May 2009 To August 2009	Denise Bunkley Community Affairs News Department

9. Lizzy Karoly TCU Senior Broadcast Journalism	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
10. Jacob Bonner University of Alabama Senior Broadcast News	May 2009 To August 2009	Denise Bunkley Community Affairs News Department
11. David Olshansky UNT Senior RTF/Broadcast Journalism	May 2009 To December 2009	Dandy Killeen Sports Executive Producer News Department
12. Chandler Harris Abilene Christian University Senior Broadcast Journalism	May 2009 To August 2009	Dandy Killeen Sports Executive Producer News Department
13. Casey Phillips Missouri Senior Broadcast Journalism	May 2009 To August 2009	Dandy Killeen Sports Executive Producer News Department
14. Justin Woodard Spring Hill College Senior Broadcast Journalism	May 2009 To August 2009	Dandy Killeen Sports Executive Producer News Department
15. Stacie Thrasher Baylor Senior Public Relations	May 2009 To August 2008	Lori Conrad Director of Communications Administration
16. Tanya Abbas UTA Senior Public Relations	September 2009 To December 2009	Lori Conrad Director of Communications Administration
17. Samantha Hollon UT Austin Junior RTF	May 2009 To August 2009	David Hershey VP and Director Creative Services Department
18. Namrata Nagraj UNT Senior RTF	January 2010 To current	David Hershey VP and Director Creative Services Department
19. Matt Chapman TCU Junior Undecided	September 09 To December 2009	Eric Atchley New Business Manager Sales

- (c) Participation in Events.** (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Broadcast Management class @ UTA – guest speaking engagement	4/2/09	Ken Foote, Program Director
Texas Intercollegiate Press Association Workshop for building resume tapes for reporters and anchors	4/10/09	Scott Diener, News Director
English/Broadcasting class at Richland College – speaking engagement	7/9/09	Robbie Owens, Reporter
Southwest Broadcast Newsroom Workshop – the experienced teaching the inexperienced	10/24/09	Scott Diener, News Director
Career Connections – guest speaker	10/27/09	Scott Sams, Anchor
SPJ – Student Conference – guest speakers	2/6/10	Kent Chapline, Executive Producer, Web and Brendan Mark, Producer
Ben Barber Career Tech Academy – Media Tech class guest speaker	2/12/10	Jeff Jamison, Meteorologist

- (d) Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
2. All newly hired employees receive an individual copy of the EEO Policy, as well as the Non-Discrimination and Anti-Harassment Policy (also found in the HR Policy Manual) which all employees receive at the time of their hire; Ongoing	All Employees	Reading material to provide awareness to all newly hired employees and managers of the EEO, Non-Discrimination, and Anti-Harassment policies
3. On-line distribution of Eye on Ethics training modules: (1) On-Line Business Conduct Statement; (2) Harrassment; This is ongoing.	All Employees	Internet driven training session with reading modules, Q&A and evaluation test. Passing grade is mandatory for continued employment.

