

**KVUE-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2016 - March 20, 2017**

**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
Local Sales Account Manager	1, 3, 16, 21, 23, 29-35, 37, 39, 43, 45-46, 48, 50-53, 56, 58-63, 65	65
Investigative Producer/Researcher	1, 3, 6, 16, 21, 23, 25, 29-34, 37-39, 43, 45-46, 48, 50-53, 56, 58-63	38
Studio/Control Room Operator	1, 3, 6, 16, 18, 21, 23, 25, 29-34, 37, 39, 43, 45-46, 48, 50-54, 56, 58-63	18
Multi-Media Associate Producer	1, 3, 6, 13, 16, 21, 23, 25, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	13
Digital Content Producer	1, 3, 6, 12-13, 15-17, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	13
Maintenance Engineer	1, 3, 5-6, 12, 15-17, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63, 65	65
Studio/Control Room Operator	1, 3, 5-6, 12, 15-18, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	18
Local Sales Manager	1, 3, 5-6, 8, 12, 15-17, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	8
Multi-platform Journalist	28, 65	65
Multi-platform Journalist	28, 65	28
Local Sales Manager	1, 3, 5-6, 8, 12, 15-17, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	8
Account Executive	1, 3, 6, 8, 12, 15-17, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	8
President & General Manager	1, 3, 6, 12, 15-17, 20-21, 23, 25-26, 28-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	28
Assistant News Director	1, 3, 8, 16, 21, 23, 25, 29-34, 37, 39, 43, 45-46, 48, 50-53, 56, 58-63	8
Research Director	1, 3, 5-6, 12, 15-17, 20-21, 23, 25-26, 28-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 59-63	28
Multi-platform Journalist	3, 65	65
Multi-platform Journalist	3, 65	3
Receptionist/Social Media Specialist	1, 3, 12, 15-17, 20-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63, 65	65

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Local Sales Assistant	1, 3, 5-6, 12-13, 15-17, 20, 26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53, 56, 58- 63, 65	13
Local Sales Assistant	1, 3, 5-6, 12-13, 15-17, 20, 26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53, 56, 58- 63, 65	65
Meteorologist	1, 3, 5-6, 12, 15-17, 19-21, 23, 25-26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53- 54, 56, 58-63	19
Traffic Anchor/Multimedia Journalist	1, 3, 6, 12, 15-16, 20-21, 25-26, 29-33, 37-39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	38
News Producer	1-4, 7, 9-11, 14, 16, 18, 21-25, 27, 29- 37, 39-53, 55-64, 66	18
News Producer	1-4, 7, 9-11, 14, 16, 18, 21-25, 27, 29- 37, 39-53, 55-64, 66	10
News Producer	1-4, 7, 9-11, 14, 16, 18, 21-25, 27, 29- 37, 39-53, 55-64, 66	9
News Producer	1-4, 7, 9-11, 14, 16, 18, 21-25, 27, 29- 37, 39-53, 55-64, 66	9
Director of Sales	1, 3, 5, 10, 12, 15-17, 20-21, 26, 29-34, 37, 39, 43, 45-46, 48, 50-51, 53-54, 56, 58-63	10
Director (Wknd Evening)	65	65

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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	Alliance For Women in Media P.O. Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : <a href="http://www.awmaustin.org/careers">http://www.awmaustin.org/careers</a> Job Listing Manual Posting	N	0
2	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Lisa Vongthackdy	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	1
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Cars.com 175 W. Jackson Blvd 8th Floor Chicago,, Illinois 60604 Phone : 312.601.5000 Url : <a href="http://www.cars.com">www.cars.com</a> Michael Kraut Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	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
7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
8	Corporate Recruiter	N	4
9	Current Employee - Transfer/Promotion	N	2
10	Current Employee/Internal Promotion	N	2
11	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
12	Employee Referral 3201 Steck Avenue Austin, Texas 78757 Phone : 214.977.6474 Url : www.kvue.com Deidre Davis Manual Posting	N	0
13	Employee Referral	N	3
14	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
15	Gannett/TEGNA 7950 Jones Branch Drive McLean, Virginia 22107-0150 Url : www.tegna.com Corporate Talent Development Manual Posting	N	0
16	Huston-Tillotson College 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3015 Url : http://htu.edu Joy King 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
17	Indeed.com 7501 N. Capital of Texas Hwy, Building B Austin, Texas 78731 Url : www.indeed.com Indeed Sales Manual Posting	N	0
18	Indeed.com	N	3
19	Indeed.com - Not Directly Contacted by SEU	N	1
20	Kvue.com 3201 Steck Avenue Austin, Texas 78757 Url : kvue.com Deidre Davis Manual Posting	N	0
21	Media Line.com P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
22	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
23	Monster.com 622 Third Avenue 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : http://www.monster.com Job Listing Manual Posting	N	0
24	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	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	News Blues 8895 NW 187th Lane Reddick, Florida 32686 Url : <a href="http://www.newsblues.com">http://www.newsblues.com</a> Job Listing Manual Posting	N	0
26	Non-employee Referral Other Austin, Texas 78757 Url : <a href="http://www.kvue.com">www.kvue.com</a> Deidre Davis Manual Posting	N	0
27	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : <a href="http://www.onairjobs.com/employers/">www.onairjobs.com/employers/</a> Email : <a href="mailto:todd@onairjobs.com">todd@onairjobs.com</a> Fax : 1-801-697-6657 Todd Nelson	N	0
28	Other Source	N	3
29	Sam Houston State University 1921 Avenue J, Suite 210 SHSU Box 2238 Huntsville, Texas 77341-2238 Phone : 936-294-3732 Url : <a href="http://www.shsu.edu">http://www.shsu.edu</a> Fax : 1-936-294-3616 Patsy Grona	N	0
30	Sam Huston State University P.O Box 2207 Huntsville, Texas 77341 Phone : 936-2941341 Fax : 1-936-294-1888 MaryJo Cochran,PHD.	N	0
31	San Angelo State Univesity 2601 W. Avenue N San Angelo, Texas 76909 Phone : 352-942-2255 Url : <a href="http://www.angelo.edu/services/career">http://www.angelo.edu/services/career</a> Job Listing 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
32	Southern Methodist University P.O. Box 750256 Dallas, Texas 75201 Phone : 214-768-2266 Url : <a href="http://www.myinterfase.com/smu/employer">http://www.myinterfase.com/smu/employer</a> Latrice White Manual Posting	N	0
33	Southwestern University 1001 E. Univesity Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Url : <a href="http://www.southwestern.edu/careers">http://www.southwestern.edu/careers</a> Email : <a href="mailto:lunad@southwestern.edu">lunad@southwestern.edu</a> Dana Luna	N	0
34	Spots and Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888.884.2630 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Patrick Kelley Manual Posting	N	0
35	St. Edwards Univerity 3001 South Congress Avenue Austin, Texas 78704 Phone : 512-448-8400 Url : <a href="http://myinterfase.com/stedwards/employer">http://myinterfase.com/stedwards/employer</a> Email : <a href="mailto:elizn@stedwards.edu">elizn@stedwards.edu</a> Liz Narduzzo	N	0
36	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
37	StatesmanJobs P.O. Box 670 Austin, Texas 78767 Phone : 512-445-4039 Url : <a href="http://www.statesman.com/s/jobs">http://www.statesman.com/s/jobs</a> Job Listing Manual Posting	N	0
38	Station Website	N	2

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39	Stephen F. Austin State University 1936 North Street Nacogdoches, Texas 75961 Phone : 936-468-3305 Url : <a href="http://www.jobs4jacks.sfasu.edu">http://www.jobs4jacks.sfasu.edu</a> Ralph Busby Manual Posting	N	0
40	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
41	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
42	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
43	Texas A&M Univesity-Corpus Christi 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 979-845-5139 Url : <a href="http://www.career.services@tamucc.edu">http://www.career.services@tamucc.edu</a> Email : <a href="mailto:Sharon.herrera@tamucc.edu">Sharon.herrera@tamucc.edu</a> Sharon Herrera	N	0
44	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Job Listings	N	0



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45	Texas Association of Broadcasters 502 E. 11th Street Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Craig Bean Manual Posting	N	0
46	Texas Christian University TCU Box 298200 Ft. Worth, Texas 76129 Phone : 817-257-7790 Url : <a href="http://www.careers.tcu.edu/employers">http://www.careers.tcu.edu/employers</a> Joanne Fralia Manual Posting	N	0
47	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
48	Texas Lutheran University 1000 W. Court Street Seguin, Texas 78115 Phone : 830-372-8017 Url : <a href="http://www.tlu.edu">http://www.tlu.edu</a> LaVerne Roskydal Manual Posting	N	0
49	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
50	Texas State University 601 Univesity Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : <a href="http://www.careerservicecxstate.edu">http://www.careerservicecxstate.edu</a> Karen Julian Manual Posting	N	0

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51	Texas Tech University Wiggins Complex Box 45006 Lubbock, Texas Phone : 806-742-2210 Url : <a href="http://www.ttu.edu">http://www.ttu.edu</a> Fax : 1-806-742-2474 Job Listing	N	0
52	Texas Women's University P.O. Box 425619 Human Development Bldg, Suite 200 Denton, Texas 76209 Phone : 940-898-2950 Email : <a href="mailto:careers@twu.edu">careers@twu.edu</a> Fax : 1-940-898-2956 Scherri L. Williams	N	0
53	The Austin Chronicle P.O. Box 49066 austin, Texas 78765 Phone : 512-302-2706 Brian Carr Manual Posting	N	0
54	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919.870.9120 Url : <a href="http://dcatalent.com">http://dcatalent.com</a> Steve Swienckowski Manual Posting	N	0
55	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
56	TVJobs.com P.O. Box 4116 Oceanside, California 92050 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Mark Holloway Manual Posting	N	0

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57	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
58	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-273-2300 Url : <a href="http://www.ufl.edu">http://www.ufl.edu</a> Fax : 1-352-392-3810 Phyllis Pena	N	0
59	University of Houston 4800 Calhoun Road Houston, Texas 77004 Phone : 713-743-5703 Url : <a href="http://www.uh.edu">http://www.uh.edu</a> Connie Kemp Manual Posting	N	0
60	University of Mary Hardin-Baylor 900 College Street Belton, Texas 76513 Phone : 254-295-4691 Don Owens Manual Posting	N	0
61	University of Missouri 201 Student Success Center MU Career Center, 201 Student Success Center Columbia,, Missouri Phone : 578-882-6801 Url : <a href="http://www.hiremizzoutigers.com">http://www.hiremizzoutigers.com</a> Stacey Woelfel Manual Posting	N	0
62	University of North Texas 1155 Unicon Circle 311010 Denton, Texas Phone : 940-565-2281 Url : <a href="http://www.myinterfase.com/unt/employer">http://www.myinterfase.com/unt/employer</a> Dan Naegeli Manual Posting	N	0

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63	University of Texas Alumni Association 2110 San Jacinto Blvd. Austin, Texas 78712 Phone : 512-471-8839 Url : <a href="http://www.texasexes.org">http://www.texasexes.org</a> Jennifer Duncan Manual Posting	N	0
64	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
65	Unknown Referral Source	N	7
66	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</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	4/5/2016	Participation in events or programs sponsored by educational institutions	Kriss Betts, featured speaker at University of Texas, Journalism Class.	1	Betts
2	5/23/2016	Establishment of an intern program designed to assist members of the community	KVUE hosted three (3) interns during the summer of 2016. Intern Mentors were, Jenelle Shriner & Mike Wallace from the news department and Hoyt Hill from the Sales & Marketing Department.	3	Assistant News Director Executive Producer Director of Sales
3	7/5/2016	Participation in events or programs sponsored by educational institutions	Duke TIP - Station Tour for National AP students with an interest in Journalism.	1	Exec. Assistant/Pgm Coordinator
4	8/4/2016	Participation in events sponsored by community groups	Annual NABJ Conference, August 3 -7, 2016.	1	Reporter
5	8/15/2016	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	KVUE-TV hosted ICFJ Pakistan Fellows. KVUE hosted 2 journalist from August 15 thru September 6th. Assistant News Director, Jenelle Shriner served as the mentor/host for the journalist.	2	Pres. & General Manager Assistant News Director
6	9/21/2016	Participation in events or programs sponsored by educational institutions	University of Texas Moody College of Communication Job & Internship Fair. This is annual career fair hosted by this university.	1	HR Director
7	10/12/2016	Participation in events or programs sponsored by educational institutions	La Grange Middle School Tour. Station tour for students of the broadcast journalism class. The tour was conducted by Kvue Employee, Suzanne VanRandwyk.	1	Exec. Assistant/Pgm Coordinator
8	10/14/2016	Participation in events or programs sponsored by educational institutions	5th Annual HFC Career Expo, October 14th, 2016	1	MMJ
9	12/7/2016	Establishment of training programs for station personnel	Harassment Awareness Training for Supervisors and Managers.	20	Pres & General Manager Chief of Technology Local Sales Manager Digital Sales Manager