

**KBVO, KBVO-CD, KHPB-CA, KHPF-CA, KHPG-CA, KHPL-CA, KHPM-CA,  
KHPX-CA, KHPZ-CA, KNVA, KXAN**

**EEO PUBLIC FILE REPORT**

**April 1, 2011 - March 30, 2012**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Account Executive	2, 5, 11, 17, 19-20, 24-25, 30, 33, 36-38, 41-44	24
Assignment Editor	4-5, 18-19, 24, 26, 38, 44-45	44
Account Executive	2, 5, 12, 14, 17, 24-26, 30, 36-38, 41-44	2
Sales Assistant	2, 5-6, 12, 17, 23-26, 30, 36-44	39
Newscast Producer	2-3, 5-9, 12, 16-17, 24-27, 29, 36-38, 41-46	24
Assistant News Director	2-3, 5-9, 16-17, 19, 24-26, 29, 36-37, 41-44, 46	24
Morning News Graphic Artist	1-2, 5-9, 12-13, 16-17, 23-27, 29, 35-37, 40-44, 46	24
Local Sales Manager	2, 5, 7-9, 12, 16-17, 19, 24-26, 28, 30, 35-37, 41-44, 46	19
Weekend Producer	2-3, 5-9, 12, 16-17, 24-29, 31, 36-37, 40-44, 46	25
Weekend Producer	2-3, 5-9, 12, 16-17, 24-29, 31, 36-37, 40-44, 46	31
Editor/Video Archivist	2-3, 5-9, 12, 16-17, 23-26, 29, 36-38, 40-44, 46	24
Multi-Platform Photojournalist	2-3, 5-10, 12, 16-17, 19, 24-27, 29, 36-38, 41-46	10
Account Executive	2-3, 5-9, 12, 16-17, 21, 24-26, 30, 36-38, 41-44, 46	24
News Photographer	2-3, 5-10, 12, 16-17, 21, 24-26, 28-29, 36-38, 40-44, 46	21
Anchor / Reporter	2-3, 5-9, 12, 15-17, 19, 24-26, 29, 36-38, 41-49	15
Account Executive	2-3, 5-9, 12, 17, 19, 24-26, 28, 30, 34-38, 41-42, 44, 46	19
Multiplatform Journalist	2-3, 5-9, 12, 15, 17, 24-26, 28, 32, 35-38, 41-42, 44, 46	44
Promotions Coordinator	1-3, 5-9, 12, 17, 24-26, 35-38, 41-42, 44, 46	24
Investigative News Producer	2-3, 5-9, 12, 15, 17, 19, 22, 24-26, 36-38, 41-42, 44-46	24
Multi-Platform Photojournalist	2-3, 5-10, 12, 14, 17, 24-26, 36-38, 41-42, 44, 46	10

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

<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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Fax : 1--- Sandy Lizik	N	1
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : <a href="http://www.awmaustin.org">http://www.awmaustin.org</a> Email : Fax : Manual posting Beth Bobbit	N	4
3	Asian American Journalists Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415 346-2051 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Email : <a href="mailto:national@aaja.org">national@aaja.org</a> Fax : 1--- Kathy Chow	N	0
4	Austin American Statesman 305 S. Congress Ave Austin, Texas 78704 Phone : 512-445-4040 Url : <a href="http://www.statesman.com">http://www.statesman.com</a> Email : Fax : Manual posting Mike Vivio	N	0
5	Austin Area Urban League 1825 E. 38 & 1/2 Street Austin, Texas 78722 Phone : 512) 478-7176 Url : <a href="http://www.aaul.org">http://www.aaul.org</a> Email : <a href="mailto:debra_slider@aaul.org">debra_slider@aaul.org</a> Fax : 1-512-478-1239 Debra Slider	Y	0

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6	Austin Community College 1212 Rio Grande Austin, Texas 78765 Phone : (512) 223.2012 Url : <a href="http://www.austincc.edu">http://www.austincc.edu</a> Email : Fax : Manual posting Amber Kelley	N	0
7	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Phone : Email : Fax : 1-512-257-7179 Jay Rubin	N	0
8	Austin School of Film 1634 East Ceasar Chavez Stret Austin, Texas 78703 Phone : Email : Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
9	Austin's Black Newcomers Association P.O. Box 150484 Austin, Texas 78715 Phone : Email : <a href="mailto:info@austinsblacknewcomers.org">info@austinsblacknewcomers.org</a> Fax : 1--- Monica Anderson	N	0
10	B-Roll Net 1623 D St. NE Washington, District of Columbia 20002 Phone : (202) 470-5396 Url : <a href="http://www.b-roll.net">http://www.b-roll.net</a> Email : <a href="mailto:kev@b-roll.net">kev@b-roll.net</a> Fax : 1--- Kevin Johnson	N	11
11	Careerbuilder.com	N	2

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12	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : <a href="http://www.concordia.edu">http://www.concordia.edu</a> Email : <a href="mailto:joyce.sinclair@concordia.edu">joyce.sinclair@concordia.edu</a> Fax : 1--- Joyce Sinclaire	N	0
13	Craig's List	N	2
14	employee referral	N	2
15	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:bfrye@magid.com">bfrye@magid.com</a> Fax : 1-319-377-5861 Barbara Frye	N	1
16	Hispanic Network of Austin 10435 Burnet Rd Suite 125 Austin, Texas 78758 Phone : 512-206-6999 Email : Fax : 1-512-692-9146 Yvette unknown	N	0
17	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : <a href="http://www.cdg.htu.edu">http://www.cdg.htu.edu</a> Email : Fax : 1-512-505-3142 Paul Livingston	N	0
18	Indeed.com	N	1
19	Internal Candidate	N	10
20	Internal Candidate - Marketing Intern	N	1
21	internal referral	N	3

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22	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : ire.org Email : jobposting@nicar.org Fax : 1--- Mark Horvit	N	1
23	ITT Tech 6330 Hwy 290 E. Austin, Texas 78723 Phone : (512) 467-6800 Url : <a href="http://www.itt-tech.edu/campus/school.cfm?lloc_num">http://www.itt-tech.edu/campus/school.cfm?lloc_num</a> Email : Fax : 1-512-467-6677 S, Pandya	N	0
24	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : <a href="http://www.kxan.com">http://www.kxan.com</a> Email : rachel.steading@kxan.com Fax : 1--- Rachel Steading	N	59
25	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : <a href="http://www.linmedia.com">http://www.linmedia.com</a> Email : KXAN_KNVA_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	3
26	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0

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27	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Email : <a href="mailto:rwilliams@nabj.org">rwilliams@nabj.org</a> Fax : 1--- Ryan Williams	N	0
28	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : <a href="http://broadcastcareerlink.nabef.org/post.cfm">http://broadcastcareerlink.nabef.org/post.cfm</a> Email : Fax : Manual posting Karen Hunter	N	0
29	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax : 1-202-772-7144 Job Bank	N	0
30	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : <a href="http://www.nsnaustin.org">http://www.nsnaustin.org</a> Email : <a href="mailto:connect@nsnaustin.org">connect@nsnaustin.org</a> Fax : 1--- Antoine Johnson	N	0
31	personal referral	N	2
32	referral	N	1
33	Referral from Travis Wilky	N	1

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34	Round Rock Leader 1015 South Mays Suite 100 Round Rock, Texas 78664 Phone : 512-255-5827 Url : <a href="http://www.rrleader.com">http://www.rrleader.com</a> Email : Fax : Manual posting Michelle Collins	N	0
35	SND Publications 167 Oakdale Rd Johnson City, New York 13790 Phone : 877-526-2823 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Email : Fax : Manual posting Gene McKay	N	0
36	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southestern.edu">http://www.southestern.edu</a> Email : Fax : 1-512-863-5788 Gerald Brody	N	0
37	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="http://www.stedwards.edu">http://www.stedwards.edu</a> Email : Fax : 1-512-448-8549 Barbara Henderson	N	0
38	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.TAB.org">http://www.TAB.org</a> Email : <a href="mailto:craig@tab.org">craig@tab.org</a> Fax : 1-512-322-0522 Craig Bean	N	10

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39	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : Fax : Craig Bean	N	1
40	Texas State Technical School 3801 Campus Drive Waco, Texas 76705 Phone : (254) 867-3023 Url : http://www.waco.tstc.edu Email : jerry.atlas@tstc.edu Fax : 1--- Jerry Atlas	N	0
41	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : http://www.txstate.edu Email : Fax : 1-512-245-3993 Karen Julian	N	1
42	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : http://www.twc.state.tx.us Email : Fax : 1-512-223-5463 Allen Miller	N	0
43	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : http://www.utexas.edu Email : Fax : Manual posting Matt Berndt	N	1



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44	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	10
45	TV Technology 810 Seventh Avenue New York, New York 10019 Phone : (703) 852-4634 Url : <a href="http://www.tvtechnology.com">http://www.tvtechnology.com</a> Email : Fax : Manual posting Jessica Striano	N	0
46	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : <a href="mailto:janet.arnold@unitedwaycapitalarea.org">janet.arnold@unitedwaycapitalarea.org</a> Fax : 1--- Janet Arnold	N	0
47	unsolicited: N.S. Bienstock Agency Richard Liebner	N	1
48	unsolicited: Napoli Mgmt Agency Al Corral	N	1
49	unsolicited: Willinger Talent Agency Greg Willinger	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>131</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>	<b>Points</b>
1	8/3/2011	Participation in Job Fairs	National Association of Black Journalists annual convention and career fair	1	Human Resources Director	0.25
2	10/17/2011	Establishment of training programs for station personnel	Data Security - process and policy training for Sales staff	24	Director of Sales Local Sales Manager Local Sales Manager Digital Sales Director	1.00
3	10/17/2011	Establishment of training programs for station personnel	Using YouTube and Social Media in News training for News personnel.	30	News Director Assistant News Director Digital Executive Producer Executive Producer	1.00
4	11/19/2011	Establishment of training programs for station personnel	Multi Platform News Reporting Seminar for all News personnel.	54	News Director Chief Photographer Multi Platform Journalist Regional Digital Director	1.00
5	1/2/2012	Participation in scholarship programs	The Employment Unit participates & promotes LIN TV's Minority Scholar Program. The Scholarship Program awards two-year scholarships to ambitious students who are pursuing a wide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineering to broadcast journalism, community affairs and sales. Students are selected to receive the Minority Scholarship because of their academic achievement, their passion for broadcasting and their desire to contribute to the overall advancement of the industry.	1	General Manager	1.00
6	1/2/2012	Establishment of an intern program designed to assist members of the community	Internship Program	7	Creative Services Director News Director Production Manager Chief Photographer	1.00
7	3/21/2012	Participation in Job Fairs	Texas Association of Broadcasters - Texas State University College of Mass Communications job fair	2	Local Sales Manager Business Administrator	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.50</b>