

KDAF-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KDAF-TV, Dallas, Texas.

KDAF-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 214-252-9233.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
Account Executive	1, 3-6, 8, 14-15, 17-20, 22-23, 26-38	34
Sales Coordinator	1-6, 8, 11, 14-15, 18, 22, 26-30, 32-39	11
Multi-Media Journalist	1-6, 12, 14-15, 18-20, 22-23, 25-30, 32-38	15
Associate Producer/Writer	1-5, 8, 14-15, 18, 20, 22, 26-30, 32-38	15
Graphic Designer	1-5, 8-9, 14-16, 18, 20, 22, 26-30, 32-38	16
Technical Director	1-6, 8, 13-15, 18, 20-22, 26-30, 32-38	13
Multi-Media Journalist	1-5, 8, 14-15, 18, 20, 22, 26-30, 32-38	18
Reporter/MMJ	1-5, 8, 11, 14-15, 18, 20, 22-24, 26-30, 32-37	34
Sound Designer	1-5, 8, 11, 14-16, 18, 20, 22-23, 26-30, 32-37	16
Account Executvie	1-5, 8, 14-15, 18, 20, 22-23, 26-30, 32-37	23
Dir, Creative Services	1-5, 7-8, 11, 14-15, 17-18, 20, 22, 25-30, 32-37	25
Business Development Specialist	1-5, 8, 11, 14-15, 18-20, 22, 26-30, 32-37	34
Associate Producer/Writer	1-5, 8, 11, 13-15, 18-20, 22, 26-30, 32-37	11
Community Relations Specialist	1-5, 8, 14-16, 18, 20, 22, 26-30, 32-37	16

KDAF-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
Weekend Managing Editor	1-5, 8, 10, 14-16, 18-20, 22, 26-30, 32-37	16
Multi-Media Journalist	1-5, 8, 14-15, 18-20, 22, 26-30, 32-37, 40	19
Producer	1-5, 8, 14-16, 18-20, 22, 26-30, 32-37, 40	16

KDAF-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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	*Texas Workforce Commission 2707 Stemmons Fwy., Suite 150 Dallas, Texas 75207-2281 Phone : 214-920-3663 Email : gladys.amos@twc.state.tx.us Gladys Amos	Y	0
2	*University of North Texas Student Employment and Career Services Box 310859 Denton, Texas 76203 Phone : 940-565-2105 Email : careercenter@unt.edu Rachel Smith	Y	0
3	602 Communications 6839 Charter Hill Road Charlotte, North Carolina 82877 Phone : (704) 543-1426 Email : slizik@602communications.com Sandy Lizik	N	0
4	American Broadcasting School 712 North Watson Road Arlington, Texas 76011 Phone : (816) 695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
5	Art Institute of Dallas Two Northpark 8080 Park Lane Dallas, Texas 75231 Email : eliasd@aia.edu David Elias	N	0
6	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0
7	Dallas Baptist University 3000 Mountain Creek Parkway Dallas, Texas 75211 Phone : 214-433-5556 Email : careerservice@dbu.edu Marion Hill	Y	0

KDAF-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
8	Dallas Community College 801 N. Main Street Dallas, Texas 75201 Phone : (972) 860-1317 Email : jobs@dcccd.edu Sue Greenwood	N	0
9	Dallas Inter-Tribal Center 209 E. Jefferson Blvd. Dallas, Texas 75203 Phone : 214-941-1050 Email : cynthia.wilson@mail.ihs.bov Cynthia Wilson	N	0
10	E-mail Inquiry	N	1
11	Employee Referral	N	9
12	Employment Agency	N	3
13	Former Employee	N	2
14	Greater Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, Suite 207 Dallas, Texas 75219 Phone : 214-521-6007 Email : gdhcc@gdhcc.com Rosie Aguilar	N	0
15	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	16
16	Internal Transfer/Promotion	N	5
17	Job Board	N	4
18	KDAF 8001 John W. Carpenter Fwy Dallas, Texas 75247 Phone : 214-252-9233 Url : http://www.cw33.com Email : jshrum@tribunemedia.com Jennifer Shrum	N	14
19	Linked In	N	9

KDAF-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
20	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	Y	0
21	National Assoc. of Hispanic Journalists (NAHJ) 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Michelle Vignoli	N	0
22	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
23	Other Source	N	18
24	ProductionHub.com 801 W. Fairbanks Avenue Winter Park, Florida 32789 Phone : 877-629-4122 Email : classifieds@procutionhub.com Tara Withrow	Y	0
25	Recruiter	N	3
26	Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Email : rick@rickgevers.com Rick Gevers	N	0
27	Society of Broadcast Engineers, Inc. 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0

KDAF-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
28	South Asian Journalists Association Columbia University Graduate School New York, New York 10020 Phone : 214-854-5973 Email : sree@sree.net Sree Sreeivasan	N	0
29	Southern Methodist University 502 E. 11th Street, Suite 200 Dallas, Texas 78701 Phone : 214-7682266 Email : janetl@mail.smu.edu Janet Lewis	N	0
30	Texas Association of Broadcasters 502 E. 11th Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Craig Bean	N	0
31	Texas Christian University Career Services Box 297300 Fort Worth, Texas 76129 Phone : 817-257-7860 Email : careers@tcu.edu Cheri Massey	N	0
32	Texas Womens University P.O. B 425619 Denton, Texas 75241 Phone : 940-896-2950 Email : careers@twu.edu Cindy Sansom	N	0
33	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	4
34	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	13

KDAF-TV
EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
35	TV Jobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	5
36	University of Dallas 1845 East Northgate Drive Irving, Texas 75063 Phone : 972-721-4127 Email : career@udallas.edu Richard Paterik	N	0
37	University of Texas at Arlington Box 19619 Arlington, Texas 76019 Phone : 817-272-2895 Email : ejameson@uta.edu Janet Peters	N	0
38	University of Texas at Dallas 2601 North Flord Road, MC16 Richardson, Texas 75083 Email : careercenter@utdallas.edu Linda Johnson	N	0
39	Unknown Referral Source	N	2
40	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			108

KDAF-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/11/2017	Participation in Job Fairs	Tribune Media stations were represented at the NABJ/NAHJ Career Fair held at the Hilton New Orleans Riverside in New Orleans, LA. The 2017 NABJ and NAHJ annual career fair is a venue for journalism, education, and career development for media, business, arts, entertainment, and technology. The two largest minority journalist organizations in the United States.	4	HR Manager HR Manager HR Manager HR Manager
2	2/2/2018	Participation in events or programs sponsored by educational institutions	Spoke with middle school students at Watauga Middle School about the news business, bandwagon and emotional appeal, testimonials, celebrity endorsements, name calling, and use of statistics.	1	Producer
3	2/14/2018	Participation in events or programs sponsored by educational institutions	Attended an event at Briar Hill Middle School in Highland Village, TX. Spoke with students and covered the story of them speaking live to an astronaut in the ISS via a satellite uplink.	1	Producer