

**KDAF-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Coordinator	1-6, 9, 14-15, 19-22, 24-34, 36	31
Multi-Media Journalist	1-6, 8-9, 11-12, 14-15, 18-19, 21-22, 24-36	35
Assoc Producer / Writer	1-3, 5-6, 8-9, 11, 14-15, 19, 21-22, 24-34, 36	11
Assoc Producer / Writer	1-3, 5-6, 8-9, 11, 14-15, 19, 21-22, 24-34, 36	15
Business Development Specialist	1-3, 5-6, 9, 14-15, 19-22, 24-34, 36	20
Assignments Coordinator	1-3, 5-6, 9, 14-16, 19, 21-22, 24-34, 36	16
Asst, National Sales	1-6, 9, 11, 14-15, 19, 21-22, 24-34, 36	11
Designer, Sound	1-3, 5-6, 9, 14-15, 19, 21-22, 24-34, 36	15
Operational Assignments Coordinator	1-3, 5-6, 9, 11, 14-15, 19-20, 22, 24-34, 36	11
Associate Producer/Writer	1-3, 5-6, 9, 14-15, 19, 21-22, 24-34, 36	15
Overnight News Photographer	1-3, 5-7, 9-11, 13-15, 17, 21-34, 36	11

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**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
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	Agency Referral	N	4
5	American Broadcasting School 712 North Watson Road Arlington, Texas 76011 Phone : (816) 695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
6	Art Institute of Dallas Two Northpark 8080 Park Lane Dallas, Texas 75231 Email : eliasd@aia.edu David Elias	N	0
7	ATI Career Training Center 1110 E. Campbell Road Suite 250 Richardson, Texas 75081 Phone : (214) 646-8458 Email : glovelady@atenterprises.edu Gena Lovelady	Y	0
8	Current Employee	N	2

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9	Dallas Community College 801 N. Main Street Dallas, Texas 75201 Phone : (972) 860-1317 Email : jobs@dcccd.edu Sue Greenwood	N	0
10	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
11	Employee Referral	N	8
12	Facebook post	N	1
13	Greater Dallas Asian American Chamber of Commerce 11171 Harry Hines Blvd. Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Email : jobposting@gddaacc.com Chott Vatanasuti	N	0
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	10
16	Internal Transfer/Promotion	N	1
17	ITT Tech 2101 Waterview Parkway Richardson, Texas 75080 Email : hjjones@itt_tech.edu Jeanie Jones	N	0
18	Job Board	N	2

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19	KDAF 8001 John W. Carpenter Fwy Dallas, Texas 75247 Phone : 214-252-9233 Url : <a href="http://www.cw33.com">http://www.cw33.com</a> Email : <a href="mailto:jshrums@tribunemedia.com">jshrums@tribunemedia.com</a> Jennifer Shrum	N	0
20	Linked In	N	11
21	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	Y	0
22	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
23	ProductionHub.com 801 W. Fairbanks Avenue Winter Park, Florida 32789 Phone : 877-629-4122 Email : <a href="mailto:classifieds@productionhub.com">classifieds@productionhub.com</a> Tara Withrow	Y	0
24	Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Email : <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> Rick Gevers	N	0
25	Society of Broadcast Engineers, Inc. 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Scott Jones	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
26	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
27	Southern Methodist University 502 E. 11th Street, Suite 200 Dallas, Texas 78701 Phone : 214-7682266 Email : janetl@mail.smu.edu Janet Lewis	N	0
28	Texas Association of Broadcasters 502 E. 11th Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
29	Texas Womens University P.O. B 425619 Denton, Texas 75241 Phone : 940-896-2950 Email : careers@twu.edu Cindy Sansom	N	0
30	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	0
31	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	6
32	TV Jobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	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
33	University of Dallas 1845 East Northgate Drive Irving, Texas 75063 Phone : 972-721-4127 Email : career@udallas.edu Richard Paterik	N	0
34	University of Texas at Arlington Box 19619 Arlington, Texas 76019 Phone : 817-272-2895 Email : ejameson@uta.edu Janet Peters	N	0
35	Walk In/Self-Referral	N	1
36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</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	4/3/2018	Participation in events sponsored by community groups	Attended NABJ Career Fair in Detroit, MI.	1	HR Director
2	7/18/2018	Participation in events sponsored by community groups	Attended NAHJ in Miami, FL.	2	Sr Director Talent Human Resources Manager
3	10/10/2018	Participation in events sponsored by community groups	Attended the University of North Texas Journalism Job Fair in Denton, Texas	1	Specialist, Community Relations
4	3/20/2019	Participation in Job Fairs	Attended Texas Woman's University Job Fair	1	Community Relations Specialist