

KIII-TV
EEO PUBLIC FILE REPORT
March 22, 2023 - March 21, 2024

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
MSJ/Meteorologist - 14091	1, 4, 7-8, 11-15	12
Producer - 14140	1, 3-4, 8, 11-15	3
Account Executive - 014176	1-2, 4, 7-9, 11-15	12
Digital Account Manager 14270	1-5, 8, 11-15	3
MSJ -14271	1-2, 4, 8-9, 11-15	9
Producer - 14538	1-2, 4, 9, 11-15	12
Marketing Producer - 14634	1-2, 4, 6, 11-15	6
MSJ/Anchor(Wknd Sports) - 14662	1-4, 11-15	3
Digital Account Manager - 014680	1-2, 4, 9, 11-15	9
Photojournalist - 15081	1-4, 8-9, 11-15	3
Marketing Director-15111	1-2, 4, 7-8, 11-15	12
Producer - 15249	1-2, 4, 8, 10-15	12
Multiskilled Journalist - 15371	1-2, 4, 8, 10-15	12
Dig Content Producer -15373	1-4, 8, 10-15	3

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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	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
2	Coastal Bend College 3800 Charco Rd Beeville, Texas 78102 Phone : 361-358-2838 Email : clholderfield@coastalbend.edu Fax : 1-361-371-8384 C L Holderfield	N	0
3	Current Employee/Internal Promotion	N	5
4	Hispanic Chamber of Commerce PO Box 5523 Corpus Christi, Texas 78405 Phone : 361-887-7408 Fax : 1-361-888-9473 Jessica Davila-Burnett	N	0
5	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	1
6	Indeed.com	N	3
7	KIII On-Air Promos 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0
8	KIII Website 5002 S Padre Island Dr Corpus Christi, Texas 78411 Phone : 409-833-8300 Job Listings Manual Posting	N	0

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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
9	Linked In	N	10
10	LULAC 400 Mann St Ste 513 Corpus Christi, Texas 78401 Phone : 361-883-5134 Sergio Ramirez Manual Posting	N	0
11	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
12	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	32
13	Texas A&M-Corpus Christi 6300 Ocean Dr Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : patricia.chastain@tamucc.edu Patricia Chastain	N	0
14	Texas Workforce Commission - Coastal Bend 520 N Staples St Corpus Christi, Texas 78401 Phone : 361-882-7491 Url : www.workintexas.com Email : wit.coastalbend@twc.state.tx.us Job Listings	N	0
15	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/24/2023	Establishment of training programs for station personnel	Find the Phish - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and email safety.	61	All employees
2	3/29/2023	Participation in events or programs sponsored by educational institutions	Four employees participated in a recruiting event at the University of Texas Rio Grande Valley in Edinburg, Texas. The representatives of KIII addressed about 50 college students in the Media Industries Classes about jobs in broadcast media, including intern opportunities. Information was provided about the application process.	4	News Director Production Manager Director MSJ
3	4/4/2023	Participation in events or programs sponsored by educational institutions	Several department managers with hiring authority attended a Department of Communications & Media networking mixer at A&M. They spoke to an audience of about 80 college students, regarding employment and intern opportunities in sales, marketing, operations and content at KIII.	3	News Director Asst. News Director Production Manager
4	4/12/2023	Establishment of training programs for station personnel	KIII did an "anchor experience day" allowing people who are not anchors to get experience on the anchor desk to see if it is something they want to pursue long-term.	12	
5	7/14/2023	Establishment of training programs for station personnel	Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	65	All employees
6	8/28/2023	Establishment of training programs for station personnel	News Director took part in a three week leadership training at TEGNA headquarters.	1	News Director
7	9/25/2023	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist visited Gloria Hicks Elementary School on Career Day and addressed about 50 2nd grade students. The Meteorologist spoke to them about education requirements in preparing for a career in meteorology. A Q&A session was conducted after the presentation.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/27/2023	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist visited Rose Shaw Elementary School on Career Day and addressed about 75 2nd grade students. The Meteorologist spoke to them about education requirements in preparing for a career in meteorology. A Q&A session was conducted after the presentation.	1	Chief Meteorologist
9	9/29/2023	Establishment of training programs for station personnel	The 4 P's of Vishing - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	70	All employees
10	10/4/2023	Participation in Job Fairs	KIII's Operations Manager, Sales Manager and News Director participated in a recruiting event at Texas A&M, Corpus Christi. Both representatives of management addressed about 25 college students in the Media Industries Class about jobs in broadcast media, including intern opportunities. Information was provided about the application process.	3	News Director Production Manager Sales Manager
11	10/9/2023	Participation in events or programs sponsored by educational institutions	KIII's evening anchor visited the San Antonio Radio, Television and Film department's (including journalism students) weekly speaker series. He spoke about the education needed and his experiences working in a newsroom.	1	Evening Anchor
12	11/13/2023	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist spoke with about 75 2nd through 5th grade students at Yorktown Christian Academy regarding weather and his job as a weather person.	1	Chief Meteorologist
13	12/5/2023	Establishment of training programs for station personnel	The newsroom took part in an ethics training to go over newsroom scenarios and talk through the ethical way to handle them.	35	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	12/15/2023	Establishment of training programs for station personnel	Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	71	All employees
15	1/17/2024	Establishment of training programs for station personnel	2024 TEGNA Ethics Training: Conflicts of Interest, an online course that demonstrates how a person's private interest may interfere with the interests of TEGNA and how to avoid these situations.	72	All employees
16	1/18/2024	Establishment of training programs for station personnel	TEGNA held producer training for all KIII producers to help them evaluate the production value of their newscasts. This training took place January 18th through the 20th and April 18th through the 19th.	16	News Director Executive Producer Assistant News Director Producer
17	2/8/2024	Participation in events or programs sponsored by educational institutions	Our weekend meteorologist visited Cunningham Middle School and presented to the 8th grade class (about 150-100 children). She spoke to the students about the science of weather. She also spoke with the students about the education that is needed to become a meteorologist.	1	Meteorologist
18	2/28/2024	Establishment of training programs for station personnel	Two key members of our news department hosted a Disinformation Seminar for the entire station regarding detecting fake information by the use of AI on the internet and social media as part of our Verify Mission.	72	Reporter Digital Director
19	Ongoing Event	Participation in events or programs sponsored by educational institutions	Chief Meteorologist is mentoring a student from Texas A&M-Corpus Christi for approximately one month. The student will job shadow the Chief Meteorologist as he works at the station.	1	Chief Meteorologist