

**ANNUAL EEO PUBLIC FILE REPORT**  
**April 1, 2007 thru March 21, 2008**  
**KFDM-TV**

**SECTION 1:        Vacancy Information**

<b>Position</b>	<b>Source of Hiree</b>	<b>Total No. Interviews from all sources for this position</b>
News Reporter	KFDM Website	6
Interactive Content Producer	Missouri Faculty Recruit	5
News Reporter	KFDM Website	7
Interactive Acct. Executive	Local Referral	4
Sports Reporter	TAB Website	2
Staff Accountant	KFDM Website	4
Photographer	KFDM Employee Referral	3

Total number of persons interviewed during  
applicable period:

31

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**SECTION 2: Recruitment Source Information**

<b>Source</b>	<b>Total No. Interviewees Provided by Source</b>	<b>Full-time Positions for Which Source Utilized</b>
KFDM Website	5 2 3 1 2	News Reporter Interactive content Producer News Reporter Staff Accountant Interactive Sales Acct.
Internal Candidate	1 1	Staff Accountant Photographer
Texas Association of Broadcasters	1 1 1 1	News Reporter Interactive content Producer Sports Reporter Photographer
Station employee referral	1 1 1	Interactive content Producer Photographer Interactive Sales Acct.
Texas Workforce Commission	1	Staff Accountant
Internal Job Posting	0	
Contacted by KFDM	3 1	News Reporter Sports Reporter
Freedom Website	1	News Reporter
Word of Mouth	1 1	Interactive content Producer Interactive Sales Acct.
Work In Texas.com	0	
Lamar University Website	1	Staff Accountant

Vacancy announcements for each position were sent to all sources listed on the attached recruitment source list. However, only the sources listed above yielded candidates that were interviewed. No sources on the attached recruitment source list are entitled to vacancy notification.

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**SECTION 3: Supplemental (non-vacancy specific) recruitment activities  
Undertaken by KFDM-TV**

As required by the FCC, during the reporting period, KFDM-TV participated in the following recruitment initiatives:

1. March 7<sup>th</sup>, 2007 Larry Beaulieu, General Manager, and David Lowell, News Director both having substantial hiring authority, participated in a career session with West Brook high school students during the school's annual community wide career day. This was an opportunity to share information about the opportunities in the broadcasting industry with junior and seniors from the school.
2. March 7-8 2007, Don Colee, Director of Research, Development and Strategic Planning for Freedom Broadcasting, Inc. represented Freedom Broadcasting's stations in five panel discussions about career opportunities in broadcasting, conducted interviews and counseling sessions.
3. March 29<sup>th</sup> 2007, Mr. Colee, representing all Freedom Broadcasting stations, participated in a job and internship fair sponsored by the University of Florida College of Journalism and Communications. And also discussed job opportunities at Freedom Broadcasting's television stations.
4. March 29<sup>th</sup> 2007, Laura Bracken, Traffic Manager of the CW, attended the Greater Chamber of Commerce Beaumont Youth Leadership at Lamar University, to mentor a group of students for the day and answer any questions they may have on what level of education is required to have a career in broadcasting.
5. April 12<sup>th</sup>, 2007, Larry Beaulieu, General Manager, Katherine Read, Business Manager, Gina Hinson, Promotions Manager, and David Kobrin, Production Manager, all having substantial hiring authority, participated in a career day at Lamar State College Orange. This career fair provides a forum with adverse groups of students for employers to discuss career opportunities and to interview students.

6. April 18<sup>th</sup> 2007 the Sr. Director of HR and Bill Rinchik CFO of Freedom Broadcasting, along with Cathy Younkin, the News Director of WRGB participated in the National Association of Broadcasters career Fair held during the NAB 2007 Annual Conference in Las Vegas, Nevada. Resumes were distributed to each location for review and applicable placement.
7. October 4<sup>th</sup> 2007 Katherine Read, Business Manager, and Gina Hinson, Promotions Manager, attended a Lamar University Jobs 4 Cards Expo at McDonald Gym on the Lamar campus. This is a career oriented expo for students to explore the opportunities for a promising career in broadcasting. Applications for KFDM were given out to interested students.
8. November 6<sup>th</sup> 2007 Larry Beaulieu had a speaking engagement at Lamar University on Career Night to engage students in conversation on a career in broadcasting, and to help them better understand the field.
9. September 18<sup>th</sup> 2007 Larry Beaulieu, General Manager, Katherine Read, Business Manager, Stuart Sepaugh, National Sales, and Gina Hinson of Creative Services, all with hiring authority, attended a career fair sponsored by the Texas Workforce Centers. They were stationed at tables talking with attendants about opportunities available in broadcasting fields. Applications and a list of positions at KFDM were given to those interested.
10. February 19 2008 David Lowell, News Director, was a participant in a speaking engagement at Lamar University of Students/Black Journalists to present the topic "Surviving the Newsroom". This event was used as an opportunity to highlight the many career opportunities in broadcasting.
11. February 3 2008 an Internship Connie Carter was established from Lamar University worked under Gina Hinson of Creative Services to learn the objectives of becoming a producer. The internship is for graduating seniors interested in the broadcasting field and counts in hours toward a communications degree.
12. KFDM-TV produced a :30 second spot featuring Larry Beaulieu, Vice-President and General Manager, advising the public how the station disseminates employment opportunity information to the general public. This spot encourages interested, qualified people to investigate career opportunities at KFDM-TV by visiting our website, contacting the Texas Workforce Commission, Lamar University, and Lamar Institute of Technology, to name a few. The spot runs at varying times and on varying dates and is designed to widely disseminate information about employment opportunities in broadcasting.

RECRUITMENT SOURCE LIST

**Source:** Texas Workforce Commission  
Contact Person:  
Address: 350 Magnolia  
Beaumont, TX 77701  
Phone: 409/839-8045 Fax: 409/835-0774 Email:  
Contact method: Fax

**Source:** Mt. Calvary Baptist Church  
Contact Person: Rev. Oveal Walker, III  
Address: 2120 Renaud Street  
Beaumont, TX 77703  
Phone: 409/833-7686 Fax: 409/835-7171 Email:  
Contact method: Fax

**Source:** Taylor Career Center  
Contact Person:  
Address: 2330 North Street  
Beaumont, TX 77702  
Phone: 409/835-0153 Fax: 409/785-4016 Email:  
Contact method: Fax

**Source:** National Association of University Women  
Contact Person: Mrs. Elodia S. Rhem  
Address: 2150 Bourbon  
Beaumont, TX 77705  
Phone: 409/842-3930 Fax: Email:  
Contact method: Letter

**Source:** Citizens for Community Program  
Antioch Baptist Church  
Contact Person:  
Address: 3350 Washington Blvd.  
Beaumont, TX 77706  
Phone: 409/842-3146 Fax: Email:

Contact method: Letter

**Source:** Central Senior High School

Contact Person:

Address: 88 Royal Purple Drive  
Beaumont, TX 77701

Phone: 409/981-7100 Fax: Email:

Contact method: Letter

**Source:** Lamar University Career Center

Contact Person:

Address: P. O. Box 10012  
Beaumont, TX 77710

Phone: 409/880-8879 Fax: 409/880-8881 Email:

Contact method: Fax

**Source:** Catholic Charities

Contact Person: Juanita Hockett

Address: P. O. Box 829  
Beaumont, TX 77704

Phone: 409/835-7118 Fax: 409/832-0145 Email:

Contact method: Letter

**Source:** KVLU Radio, Lamar University

Contact Person: Bryan Balentine

Address: P. O. Box 10064  
Beaumont, TX 77710

Phone: 409/880-8164 Fax: Email: [kvlu@hal.lamar.edu](mailto:kvlu@hal.lamar.edu)

Contact method: Email

**Source:** Lamar State College of Port Arthur

Contact Person: Paula Gaspard

Address: P. O. Box 310  
Port Arthur, TX 77640

Phone: 409/984-6239 Fax: 409/984-6056 Email:

Contact method: Fax

**Source:** Texas Rehabilitation Commission

Contact Person: Bernadette Scarborough  
Address: 5550 Eastex Freeway, Suite D  
Beaumont, TX 77708

Phone: 409/898-3988 Fax: Email:

Contact method: Letter

**Source:** Texas Workforce Commission

Contact Person:  
Address: 3803 N. Twin City Hwy  
Port Arthur, TX 77642-2117

Phone: 409/962-1236 Fax: 409/962-3742 Email:

Contact method: Fax

**Source:** Lamar Institute of Technology

Contact Person: Yolanda Avery  
Address: P. O. Box 10043  
Beaumont, TX 77710

Phone: 409/880-8189 Fax: 409/880-1711 Email: [averyyn@hal.lamar.edu](mailto:averyyn@hal.lamar.edu)

Contact method: Fax

**Source:** N. A. A. C. P.

Beaumont Chapter  
Contact Person: Sam Bean  
Address: P. O. Box 1612  
Beaumont, TX 77704

Phone: 409/842-0294 Fax: Email:

Contact method: Letter

**Source:** N. A. A. C. P.

Port Arthur Chapter  
Contact Person:  
Address: 1001 Texas Avenue  
Port Arthur, TX 77640

Phone: 409/982-8040 Fax: Email:

Contact method: Letter

**Source:** N.A.A.C.P.

Contact Person: Karen Hutchison  
Address: 2002 Wheeler  
Houston, TX 77004  
Phone: 713/526-3389 Fax: 713/630-2699 Email:

Contact method: Letter

Source: Golden Triangle Minority Business  
Contact Person:  
Address: P. O. Box 21664  
Beaumont, TX 77720  
Phone: 409/835-0151 Fax: Email:

Contact method: Letter

**Source:** The Art Institute of Houston

Contact Person: Keith Roy  
Address: 1900 Yorktown Street  
Houston, TX 77056  
Phone: 713/966-2746 Fax: 713/966-2776 Email: royk@aii.edu

Contact method: Email

**Source:** Native American Journalists Association

Contact Person: University of South Dakota  
Address: 414 Clark Street  
Vermillion, SD 57069  
Phone: 605/677-5282 Fax: 866/694-4264 Email: najanut@aol.com

Contact method: Email

**Source:** Louisiana State University

Contact Person: Holly Nelson, Coordinator  
Address: 1502 Ceba  
Baton Rouge, LA 70803  
Phone: 225/578-2674 Fax: 225/578-7082 Email: hnelson@lsu.edu

Contact method: Email

**Source:** University of Texas Pan American  
**Contact Person:** Celia M. Castaneda, Career Placement  
**Address:** 1201 W. University Drive  
Edinburg, TX 78539  
**Phone:** 956/381-2243      **Fax:** 956/381-2244      **Email:** career\_place@panam.edu  
**Contact method:** Fax

**Source:** Texas Tech University  
**Contact Person:** Leighanna Price  
**Address:** School of Mass Communication  
Box 43082  
Lubbock, TX 79409-3082  
**Phone:** 806/742-3385      **Fax:** 806/742-1085      **Email:** leighanna.price@ttu.edu  
**Contact method:** Email

**Source:** McNeese State University  
**Contact Person:** Kathy Bond  
**Address:** P. O. Box 90780  
Lake Charles, LA 70609  
**Phone:** 337/475-5612      **Fax:** 337/475-5642      **Email:** careers@mail.mcneese.edu  
**Contact method:** Email

**Source:** Medialine  
**Contact Person:** Mark Shilstone  
**Address:** P. O. Box 51909  
Pacific Grove, CA 93950  
**Phone:** 800/237-8073      **Fax:** 831/648-5204      **Email:** medialine@medialine.com  
**Contact method:** Email

**Source:** Amarillo College  
**Contact Person:** Human Resources  
**Address:** P. O. Box 447  
Amarillo, TX 79178  
**Phone:** 806/371-5040      **Fax:**      **Email:**  
**Contact method:** Letter

**Source:** Texas Southern University  
**Contact Person:** Human Resources  
**Address:** 3100 Cleburne Street  
Houston< TX 77004  
**Phone:** 713/313/7011      **Fax:**      **Email:**  
**Contact method:** Letter

**Source:** San Antonio College  
**Contact Person:** George Hernandez, Job Placement  
**Address:** 1300 San Pedro  
San Antonio, TX 78212  
**Phone:** 210/785-6021      **Fax:** 210/785-6020      **Email:** gehernand@accd.edu  
**Contact method:** Email

**Source:** Texas Association of Broadcasters  
**Contact Person:** Arlene Gonzalez Kelsch  
**Address:** 502 E. 11<sup>th</sup> Street, Suite 200  
Austin, TX 78701  
**Phone:** 512/322-9944      **Fax:** 512/322-0522      **Email:** arlene@tab.org  
**Contact method:** [www.tab.org](http://www.tab.org) – added to web site

**Source:** University of Texas  
**Contact Person:** Communication Career Services  
**Address:** 1 University Station A0901  
Austin, TX 78712  
**Phone:** 512/471-9421      **Fax:** 512/232-1722      **Email:** ccs@uts.cc.utexas.edu  
**Contact method:** Email

**Source:** National Association of Hispanic Journalists  
**Contact Person:** Yaneth Guillen  
**Address:** 1000 National Press Bldg.  
529 14<sup>th</sup> Street N. W.  
Washington, D. C. 10045-2100  
**Phone:** 202/662-7145      **Fax:** 202/662-7144      **Email:** jguillen@nahj.org  
**Contact method:** Email

**Source:** **Prairie View A & M University**  
**Contact Person:** Department of Communications  
**Address:** P. O. Box 156  
Prairie View, TX 7746-2309  
**Phone:** 936/857-2111      **Fax:**      **Email:**  
**Contact method:** Letter

**Source:** **Midwestern State University**  
**Contact Person:** Stephanie Sullivan, Career Management  
**Address:** 3410 Taft Blvd., Hardin South 211  
Wichita Falls, TX 76308  
**Phone:** 940/397-4215      **Fax:** 940/397-4216      **email:** stephanie.sullivan@mwsu.edu  
**Contact method:** Fax

**Source:** **Orange Workforce Center**  
**Contact Person:**  
**Address:** 320 Green Avenue  
Orange, TX 77630-5875  
**Phone:** 409/882-0302      **Fax:** 409/886-4662      **Email:**  
**Contact method:** Fax

**Source:** **Jasper Workforce Center**  
**Contact Person:**  
**Address:** 534 S. Wheeler  
Jasper, TX 75951-4540  
**Phone:** 409/384-9031      **Fax:** 409/384-9677      **Email:**  
**Contact method:** Fax

**Source:** **Woodville Workforce Center**  
**Contact Person:**  
**Address:** 205 N. Charlton Street  
Woodville, TX 75979  
**Phone:** 409/283-3400      **Fax:** 409/283-7114      **Email:**  
**Contact method:** Fax

**Source:** Silsbee Workforce Center  
Contact Person:  
Address: 1205 Hwy 327 E  
Silsbee, TX 77656-6007  
Phone: 409/385-9644 Fax: 409/385-7961 Email:  
Contact method: Fax

**Source:** FREEDOM OPPORTUNITIES  
Contact Person:  
Address: 17666 Fitch  
Irvine, CA 92614-6022  
Phone: 949/253-2344 Fax: 949/553-8468 Email:  
Contact method: Fax

**Source:** [www.kfdm.com](http://www.kfdm.com)  
Contact Person: Jo Ellen Bailey  
Address: 2955 IH-10 East  
Beaumont, TX 77702  
Phone: 409/892-6622 Fax: 409/892-6665 Email:  
Contact method: NA

**Source:** Southeast Texas Advertising Federation  
Contact Person: Michelle Nelson  
Address: Beaumont, TX 77702  
Phone: Fax: Email: [mnelson@kbtv4.tv](mailto:mnelson@kbtv4.tv)  
Contact method: Email

**Source:** Ohio Center for Broadcasting  
Contact Person: Gary James  
Address: 9000 Sweet Valley Drive  
Valley View , Oh. 44125  
Phone: 216-447-9117 Fax: 216-642-9232 Email: [gary@beonair.com](mailto:gary@beonair.com)

**Source:** Columbia University Graduate School of Journalism  
Email: [postjobs@jrn.columbia.edu](mailto:postjobs@jrn.columbia.edu)

**Source:** Tusculum College  
Contact Person: Barth Cox  
Address: P.O. Box 5012  
Greeneville, Tn. 37743  
Phone: 413-636-7300 ext. 5142 Fax: 423-636-0501 Email: [bcox@tusculum.edu](mailto:bcox@tusculum.edu)