

# **KERA EEO Recruiting Report**

**March 31, 2008 – April 1, 2009**

- I. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.

Reporter	Open 01/01/08 - Filled 04/07/08
Major Gifts Coordinator	Open 11/21/07 - Filled 04/14/08
Building Services	Open 02/01/08 - Filled 05/05/08
Manager Public Relations	Open 09/01/07 - Filled 05/05/08
Engineer	Open 04/18/08 - Filled 05/27/08
Director of Human Resources	Open 04/07/08 - Filled 06/02/08
Senior Vice President Leadership Gifts	Open 04/15/08 - Filled 06/30/08
Assistant to the Chief Executive Officer	Open 04/07/08 - Filled 06/30/08
Specialist Web Interactive	Open 04/07/08 - Filled 07/07/08
Controller	Open 03/17/08 - Filled 07/28/08
Videographer	Open 03/17/08 - Filled 07/28/08
Calendar Content Editor	Open 07/29/08 - Filled 08/19/08
Calendar Production Coordinator	Open 08/04/08 - Filled 09/05/08
Human Resources Coordinator	Open 08/15/08 - Filled 11/10/08
Assistant to the Chief Executive Officer	Open 09/18/08 - Filled 11/10/08
Director of Membership	Open 01/01/07 - Filled 12/08/08
Audience & Member Services Specialist	Open 08/19/08 - Filled 12/08/08
Education Service Coordinator	Open 09/11/08 - Filled 12/08/08
Online Fundraising Coordinator	Open 11/01/08 - Filled 01/12/08
Senior Vice President Leadership Gifts	Open 10/02/08 - Filled 01/26/09

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, recruitment organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number. **(For ease of reference the addresses and contact information are attached as Addendum #1.)**

## Reporter

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

CPB Job line

Craigslist

Current Newspaper

Monster

Faxed, e-mailed or mailed to:

Asian American Journalists Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

El Centro College

Greater Dallas Asian American Chamber

Network of Hispanic Communicators

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Specifically requested that job openings be sent to them:

Dallas Life Foundation

Production HUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Major Gifts Coordinator

Posted internally

Posted via KERA website

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Asian American Journalist Association

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Building Services

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Craigslist

Monster.com

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search Partners

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Manager Public Relations

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Monster.com

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Engineer

Posted internally

Posted on KERA website

CPB Jobline website

AAJA e-newsletter

Center For Non Profit Managmeent

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalists Association

Brookhaven College

Corporate Search Partners

Dallas Black Chamber of Commerce

Dallas Hispanic Chamber of Commerce

Devry Institute Career Office

El Centro College

Eastfield College

Fort Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Greater Dallas Asian America Chamber

Martin Luther King Jr. Community Center

Mountain View College

Network of Hispanic Communicators

North Lake College

Richland College

SMU Career Center

St. Luke Community United Methodist Church

TCU Job Placement Office

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

Women Center of Tarrant County Inc.

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Director of Human Resources

Posted internally

Posted on KERA website

Center for Non-Profit

Dallas HR Association

Monster.com

AFP newsletter

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Senior VP of Leadership Gifts

Posted internally

Posted on KERA website

CPB Jobline website

Monster.com

Current Newspaper

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalists Association

Brookhaven College

Corporate Search Partners

Dallas Black Chamber of Commerce

Dallas Hispanic Chamber of Commerce

Devry Institute Career Office

El Centro College

Eastfield College

Fort Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Greater Dallas Asian America Chamber

Martin Luther King Jr. Community Center

Mountain View College

Network of Hispanic Communicators

North Lake College

Richland College

SMU Career Center

St. Luke Community United Methodist Church

TCU Job Placement Office

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

Women Center of Tarrant County Inc.

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Assistant to CEO

Posted internally

Posted on KERA website

High Profile

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalists Association

Brookhaven College

Corporate Search Partners

Dallas Black Chamber of Commerce

Dallas Hispanic Chamber of Commerce

Devry Institute Career Office

El Centro College

Eastfield College

Fort Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Greater Dallas Asian America Chamber

Martin Luther King Jr. Community Center

Mountain View College

Network of Hispanic Communicators

North Lake College

Richland College

SMU Career Center

St. Luke Community United Methodist Church

TCU Job Placement Office

Texas Women's University Career Center

Texas Workforce Commission

University of Dallas Placement Center

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

Women Center of Tarrant County Inc.

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Specialist Web Interactive

Posted internally

Posted on KERA website

Craigslist

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Controller

Posted internally

Posted on KERA website

Monster.com

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Videographer

Posted internally

Posted on KERA website

Monster.com

CPB Jobline

Craigslist

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Calendar Content Editor

Posted internally

Posted on KERA website

CPB Jobline

Monster.com

Current Newspaper

Robert Keane Financial Staffing

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Calendar Production Coordinator

Posted internally

Posted on KERA website

Monster.com

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalists Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Human Resources Coordinator

Posted internally

Posted on KERA website

Monster.com

Dallas HR Association

Craigslist

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Assistant to CEO

Posted internally

Posted on KERA website

Monster.com

High Profile

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Director of Membership

Posted internally

Posted on KERA website

Monster.com

Current Newspaper

Livingston & Associates

CPB Jobline

Center For Non Profit Management

Craigslist

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Audience & Member Service Specialist

Posted internally

Posted on KERA website

Center For Non Profit Management

Monster.com

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Education Services Coordinator

Posted internally

Posted on KERA website

Monster.com

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Online Fundraising Coordinator

Posted internally

Posted on KERA website

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

## Senior VP of Leadership Gifts

Posted internally

Posted on KERA website

Current Newspaper

TNS Partners

CPB Jobline

Sent to individuals requesting job opening information (upon commission request names and e-mail addresses will be provided)

Faxed, e-mailed or mailed to:

Asian American Journalist Association

Dallas Black Chamber of Commerce

Brookhaven College

East field College

Dallas Hispanic Chamber of Commerce

Ft. Worth Hispanic Chamber of Commerce

Black Chamber of Metropolitan Ft. Worth

Martin Luther King Jr. Community Center

SMU Career Center

St. Luke Community United Methodist Church

Texas Women's University Career Center

Texas Workforce Commission

UNT Placement Center

UT Arlington Career Center

UT Dallas Career Center

TCU Job Placement Office

Devry Institute Career Center

Mountain View College

North Lake College

Richland College

Women's Center of Tarrant County Inc

Greater Dallas Asian American Chamber

El Centro College

Network of Hispanic Communicators

Corporate Search

Specifically requested that job openings be sent to them:

Dallas Life Foundation

ProductionHUB

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

3. The recruitment source that referred the hire for each full-time vacancy during the preceding year.

Reporter	Referral
Major Gifts Coordinator	Website
Building Services	Temp Agency
Manager Public Relations	Referral
Engineer	Referral
Director of Human Resources	Dallas HR Association
Senior Vice President Leadership Gifts	Referral
Assistant to the Chief Executive Officer	High Profile
Specialist Web Interactive	Referral
Controller	Website
Videographer	Referral
Calendar Content Editor	Referral
Calendar Production Coordinator	Website
Human Resources Coordinator	Monster
Assistant to the Chief Executive Officer	High Profile
Director of Membership	Livingston & Assoc
Audience & Member Services Specialist	Monster
Education Service Coordinator	Monster
Online Fundraising Coordinator	Internal Candidate
Senior Vice President Leadership Gifts	TNS Partners

## KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

4. Data reflecting the total number of person interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Position	Recruitment Sources
<b>Reporter</b>	1 Referral 1 Website 1 Current
<b>Major Gifts Coordinator</b>	4 Website 1 Internal
<b>Building Services</b>	1 Monster 1 TWC 1 Internal 1 Dicker Staffing
<b>Manager Public Relations</b>	2 Referrals 2 Monster
<b>Engineer</b>	2 Referrals 3 Website
<b>Director of Human Resources</b>	1 Referral 8 Monster 4 Dallas HR Assoc
<b>Senior Vice President Leadership Gifts</b>	1 Referral 3 Monster 2 Website
<b>Assistant to the Chief Executive Officer</b>	3 High Profile 2 Referral
<b>Specialist Web Interactive</b>	2 Referral 2 Website
<b>Controller</b>	2 Referral 3 Snelling 5 Monster 6 Robert Keane Staffing
<b>Videographer</b>	1 Referral 2 Website 1 Internal 2 Monster
<b>Calendar Content Editor</b>	4 Website 1 Referral
<b>Calendar Production Coordinator</b>	2 Referral 2 Internal 1 Website 1 Ad
<b>Human Resources Coordinator</b>	4 Monster 2 Dallas HR 2 Referrals 1 Agency 3 Website
<b>Assistant to the Chief Executive Officer</b>	1 Elite Staffing 6 High Profile

# KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

<b>Director of Membership</b>	3 Livingston & Assoc 1 Referral 4 Website 2 The Current
<b>Audience &amp; Member Services Specialist</b>	4 Website 3 Referrals 2 Center For Non Profit Mgmt
<b>Education Service Coordinator</b>	3 Website 1 Monster
<b>Online Fundraising Coordinator</b>	1 Internal 3 Website
<b>Senior Vice President Leadership Gifts</b>	5 TNS

# KERA EEO Recruiting Report

## March 31, 2008 – April 1, 2009

1. We have participated in two job fairs towards our goal of participation in four job fairs in a two-year period.
2. Establishment and formalization of an internship program at KERA designed to assist members of the community to acquire skills needed for broadcast employment.
3. Listing of Director of Membership in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. The position of Director of Membership was posted on PBS Connects and Monster.com and was sent to the Asian American Journalist Association and the Network of Hispanic Communicators.
4. Management training to cover methods of ensuring equal employment opportunity and preventing discrimination include the following: All Staff Orientation, Performance Management, On The Job Training & Mentoring, Creating A Supportive Environment & Best Practices In Using Feedback.

### **Addendum I – Address and contact information for Postings**

UT Dallas Career Center P.O. Box 830688 MC 16 Richardson, Texas 75083 Contact: Linda Johnson 972-883-2943 - fax- 672-883-2431	UNT Placement Center P.O. Box 310859 Arlington, Texas 76203 Contact: Rachel Smith 940-565-2105 – fax- 940-565-4376
UT Arlington Career Center P.O. Box 19156 Arlington, Texas 76019-0156 Contact: Barbara Peet 940-565-2105 - fax- 940-565-4376	University of Dallas Placement Center 1845 East N. Gate Drive Irving, Texas 75062 Contact: Margaret DeMarco 972-721-5131 – fax- 972-721-5044
TCU Job Placement Office TCU Box 297300 Fort Worth, Texas 76129 Contact: Jacquelyn Curry 817-257-7000 – fax- 817-257-7686	Martin Luther King Jr. Community Center 2922 Martin Luther King Jr. Blvd. Dallas, Texas 75215 Contact: Deborah Gilstrap 214-670-8355 – fax- 214-670-8501
SMU Career Center 3140 Dyer St. Suite #200 Dallas, Texas 75275 Contact: Sharron Boyd 214-768-2266 – fax- 214-768-4292	Black Chamber of Metropolitan Ft. Worth 1150 South Freeway Suite # 211 Fort Worth, Texas 76104 Contact: Pam Humphrey 817-871-6538 – fax 817-332-6438
Fort Worth Hispanic Chamber of Commerce 1327 N. Main Fort Worth, Texas 76104 Contact: Denise Botello 817-625-5411 – fax 817-625-1405	Dallas Hispanic Chamber of Commerce 4622 Maple Ave. Suite #207 Dallas, Texas 75219 Contact: Rosie Aguilar 214-521-6007 – fax- 214-523-3448

## KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

<p>Dallas Black Chamber of Commerce 2828 MLK Jr. Blvd. Dallas, Texas 75215 Contact: Job Listing 214-421-5200 – fax 214-421-5510</p>	<p>Brookhaven College 3939 Valley View Lane Farmers Branch, Texas 75244 Contact: Lisa Meltzer 972-860-4894 – fax 972-860-4193</p>
<p>Texas Women's University Career Center Student Employment Denton, Texas 76201 Contact: Cindy Sansom 940-898-2950 – fax 940-898-2956</p>	<p>St. Luke Community United Methodist Church 5710 East R. L. Thornton Freeway Dallas, Texas 75232 Contact: Rhanetta Benton 214-821-2970 – fax- 214-821-3791</p>
<p>Texas Workforce Commission 2922 Martin Luther King Jr. Blvd. Dallas, Texas 75215 Contact: Placement Supervisor 214-252-1200 – fax - 214-372-4756</p>	<p>Network of Hispanic Communicators P.O. Box 222313 Dallas, Texas 75222-2313 Contact: Gary Pina 817-390-7807</p>
<p>Devry Institute Career Office 4800 Regent Blvd. Irving, Texas 75063 Contact: Sandra Collins 972-929-9735 –fax –972-929-2871</p>	<p>The Career Connection Post on web <a href="http://www.careerconnection.org">www.careerconnection.org</a></p>
<p>El Centro College Main and Lamar Street Dallas, Texas 75202 Contact: Juanita Dickey 214-860-2066 – fax- 214-860-2601</p>	<p>North Lake College 5001 North MacArthur Blvd. Irving, Texas 75038 Contact: Francylene Maynard 972-273-3140 – fax- 972-273-3111</p>
<p>Richland College 12800 Abrams Road Dallas, Texas 75243 Contact: Marcia Parrish 972-238-6921 – fax- 972-238-6967</p>	<p>Greater Dallas Asian American Chamber of Commerce 11171 Harry Hines Dallas, Texas 75229 Contact: Liping Yal 972-241-8250 –fax- 972-241-8270</p>
<p>East Field College 3737 Motley Drive Mesquite, Texas 75150 Contact: Ron Rollinson 972-860-7192 – fax- 972-860-8326</p>	<p>The Current Newspaper 6930 Carroll Ave. Suite 350 Takoma Park, MD 20912</p>
<p>Mountain View College 4849 West Illinois Ave. Dallas, Texas 75211 Contact: Kenneth Goffney 214-860-8553 – fax- 214-860-8804</p>	<p>Asian American Journalists Association Dallas <a href="mailto:Maricarestrella@yahoo.com">Maricarestrella@yahoo.com</a> Contact: Maricas Estrella 817/548- 5486 – phone 817/261-1193 – fax</p>

## KERA EEO Recruiting Report

March 31, 2008 – April 1, 2009

<p>Dallas Life Foundation          1100 Cadiz Street          Dallas, Texas 75215          Contact: Mr. Torrez          214-421-1380 - fax – 214-426-5114</p>	<p>Center for Non Profit Mgmt          2900 Live Oak Street          Dallas, Texas 75204          214/826-3470  <a href="http://www.cnmdallas.org">www.cnmdallas.org</a></p>
<p>Monster.com  <a href="http://www.monster.com">www.monster.com</a>          Joseph Boyce          800-666-7837</p>	<p>CPB website - <a href="http://www.cpb.org">www.cpb.org</a></p>
<p>Association of Fundraising Professionals  <a href="http://www.afpdallas.org">www.afpdallas.org</a></p>	<p>ProductionHUB          Laverne Memberg          801 W. Fairbanks Avenue          Winter Park, Florida 32789          407/629-4122 – phone          407/629-8884 – fax  <a href="http://www.productionhub.com">www.productionhub.com</a></p>
<p>Jewish Family Services          Camille Kramer          5402 Arapaho Road          Dallas, Texas 75248  <a href="mailto:ckramer@jfsdallas.org">ckramer@jfsdallas.org</a>          972-437-9950</p>	<p>The Chronicle Of Philanthropy          1255 23<sup>rd</sup> Street Northwest          Washington, DC 20037</p>
<p>Craigslist  <a href="http://www.craigslist.com">www.craigslist.com</a></p>	<p>Dallas HR Association          4100 Spring Valley road – Suite 300          Dalls, TX 75244          214-631-8775 fax: 214-631-4533          Contact email – <a href="mailto:infor@dallashr.org">infor@dallashr.org</a></p>
<p>High Profile Staffing          4851 Lbj Fwy # 500          Dallas, TX 75244          Contact: Laura Meyer          972-991-7900</p>	<p>Robert Keane Financial Staffing          15851 Dallas Parkway - Suite 600          Addison, TX 75001          Contact: Jill Kenney          972-308-8595</p>
<p>Livingston &amp; Associates          3000 Chestnut Avenue, Suite 208          The Mill Centre          Baltimore, MD 21211          Contact: Julie Anderson          (410) 243-1974 (office)          (410) 243-1975 (fax)</p>	<p>TNS Partners, Inc.          211 N. Record Street – Suite 425          Dallas, TX 75202          Contact: Jim Chambers          214-369-3565          Fax: 214-369-9865</p>