

**North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM**

**EEO Recruiting Report
April 1, 2018 – March 31, 2019**

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

Thirteen (13) Positions Filled:

Assistant Producer - News	Open 06/14/2018 – Filled 08/20/2018
Audion Reporting Fellow - News	Open 05/11/2018 – Filled 08/27/2018
Chief Financial Officer	Open 04/19/2018 – Filled 10/01/2018
Graphic Designer	Open 08/01/2018 – Filled 10/15/2018
On-Air Fundraising Coordinator	Open 09/11/2018 – Filled 11/01/2018
Desktop Support Technician	Open 07/11/2018 – Filled 11/14/2018
Assistant Producer – News	Open 08/27/2018 – Filled 12/03/2018
Technical Director/Announcer	Open 06/14/2018 – Filled 12/10/2018
Assistant Producer – Think	Open 09/07/2018 – Filled 12/26/2018
Mental Health Reporter	Open 06/06/2018 – Filled 01/07/2019
Marketing Coordinator	Open 10/16/2018 – Filled 01/22/2019
Tessitura System Administrator	Open 11/08/2018 – Filled 01/28/2019
Membership Coordinator	Open 02/25/2019 – Filled 03/25/2019

Four (4) Positions Currently Open as of March 31, 2019:

Financial Controller	Open 02/11/2019
Digital News Editor	Open 11/12/2018
Administrative Assistant	Open 01/22/2019
Producer – Think	Open 01/22/2019

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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, addresses and contact information are attached as Addendum #1. This list includes information about sources sent forth in section 2, but also includes additional resources that may be considered for sourcing as is appropriate for a specific job vacancy.)**

Assistant Producer News

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
LinkedIn
Corporation of Public Broadcasting (CPB)
Public Media Business Association (PMBA)
The Texas Association of Broadcasters (TAB)
Publicmediajobs.org (Current)
JournalismJobs.com
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
South Asian Journalism Association (SAJA)

Audion Reporting Fellow

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
LinkedIn
Corporation of Public Broadcasting (CPB)
Public Media Business Association (PMBA)
The Texas Association of Broadcasters (TAB)
Publicmediajobs.org (Current)
JournalismJobs.com
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
South Asian Journalism Association (SAJA)
Public Radio News Directors Incorporated (PRNDI)

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Chief Financial Officer

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
National Educational Telecommunications Assoc. (NETA)
Current
Publicmediajobs.org (Current)
Public Media Business Association (PMBA)
Lane Gorman Trubitt, LLC
Center for Non-profit Management (CNM)
Opportunity 501
Parker+ Lynch Search Firm
LinkedIn

Graphic Designer

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Corporation of Public Broadcasting (CPB)
The Texas Association of Broadcasters (TAB)
Creative Circle
The Boss Group
Indeed
Opportunity 501
Publicmediajobs.org (Current)

On-Air Fundraising Coordinator

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Corporation of Public Broadcasting (CPB)
Opportunity 501
Publicmediajobs.org (Current)

Desktop Support Technician

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Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Corporation of Public Broadcasting (CPB)
The Texas Association of Broadcasters (TAB)
Opportunity 501
LinkedIn
Indeed
Handshake – University of Arlington (UTA), University of North Texas (UNT),
University of Dallas (UTD)
Publicmediajobs.org (Current)

Assistant Producer - News

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
LinkedIn
Corporation of Public Broadcasting (CPB)
Public Media Business Association (PMBA)
The Texas Association of Broadcasters (TAB)
Publicmediajobs.org (Current)
JournalismJobs.com
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
South Asian Journalism Association (SAJA)

Technical Director/Announcer

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
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Opportunity 501
LinkedIn

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Assistant Producer - Think

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
LinkedIn
Corporation of Public Broadcasting (CPB)
Public Media Business Association (PMBA)
The Texas Association of Broadcasters (TAB)
Publicmediajobs.org (Current)
JournalismJobs.com
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
South Asian Journalism Association (SAJA)

Mental Health Reporter

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
LinkedIn
Corporation of Public Broadcasting (CPB)
Public Media Business Association (PMBA)
The Texas Association of Broadcasters (TAB)
Publicmediajobs.org (Current)
JournalismJobs.com
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
South Asian Journalism Association (SAJA)

Marketing Coordinator

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
LinkedIn
Indeed

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Tessitura System Administrator

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Corporation of Public Broadcasting (CPB)
LinkedIn
Tessitura Group Forum

Membership Coordinator

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Corporation of Public Broadcasting (CPB)
Opportunity 501
Publicmediajobs.org (Current)

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

Assistant Producer–News	Employee Referral–former Intern
Audion Reporting Fellow - News	Twitter - KERA
Chief Financial Officer	Parker+Lynch Search Firm
Graphic Designer	LinkedIn
On-Air Fundraising Coordinator	KERA Website
Desktop Support Technician	Indeed
Assistant Producer – News	KERA Website
Technical Director/Announcer	Employee Referral
Assistant Producer – Think	Employee Referral – former Intern
Mental Health Reporter	KERA Website
Marketing Coordinator	Employee Referral – former Intern
Tessitura System Administrator	Employee Referral
Membership Coordinator	KERA Website

4. Data reflecting the total number of persons 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
Assistant Producer - News	1 Employee Referral and former Intern 1 Employee Referral and former Intern 1 Employee Referral and former Intern (Holter/Whittington)
Audion Reporting Fellow	3 KERA Website 1 Employee Referral & KERA Website 1 Twitter 1 Referral from another Public Media Station-(WAMU)
Chief Financial Officer	1 Parker+Lynch Search Firm 2 LinkedIn 1 Capitol CFO Partners
Graphic Designer	1 Creative Circle 2 KERA Website 1 LinkedIn 1 The Boss Group

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On-Air Fundraising Coordinator	5 KERA Website
Desktop Support Technician	8 KERA Website 6 Indeed 1 LinkedIn 1 LinkedIn & Indeed
Assistant Producer – News	4 KERA Website 1 Employee Referral and Former Intern
Technical Director/Announcer	1 Employee Referral (Menzer) 1 Employee Referral (Holter) 1 Indeed 1 KERA Website 2 Internal Candidates
Assistant Producer – Think	4 KERA Website 1 Employee Referral and former Intern (Becker)
Mental Health Reporter	3 KERA Website
Marketing Coordinator	1 Indeed 2 KERA Website 1 Employee Referral (Canales) 1 Employee Referral and former Intern (Malvern)
Tessitura System Administrator	1 Employee Referral (Schier)
Membership Coordinator	2 KERA Website

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5. EEO Initiatives

- KERA/KXT recruits for every full time position that becomes available utilizing a variety of resources. The internet has proven to be one vehicle that provides highly effective dissemination of information to a broad base of people within our local, regional, state and even national community, and is the preferred and accepted method of recruiting communication used by most businesses today. Web based dissemination of information is free of bias as diverse individuals have access to the information. A number of third party recruiting sources re-post our positions and otherwise disseminate the information through their websites. In addition, individuals may see a KERA job advertisements posted on our website or a third party website and may forward the information on to friends and professional and social groups.
- All open positions are promptly posted on the employment section of our website, www.kera.org/jobs and are also published through our social media sources both on our KERA Facebook page and are sent out via our KERA Twitter account. These three sources are all available to the general public. In addition, some positions are posted on highly recognized professional websites and/or on specific professional association websites as may be applicable to the opening. (ex. Corporation of Public Broadcasting, Public Media Business Association, The Texas Association of Broadcasters). We post appropriate jobs related to the skills we are seeking on specific diversity focused job sites such as the National Association of Black Journalists, the National Association of Hispanic Journalists, the South Asian American Journalism Association and more. We may also utilize local community job boards to advertise openings.

Advertisements placed on the KERA website/Facebook/Twitter are often picked up and reposted by networking boards and other employment search engine job sites like Indeed, Dice, SimplyHired, TheLadders, SnagAJob, and some that are industry specific. In addition, we have sponsored paid advertising on LinkedIn, a professional networking site. Our positions are placed with the Texas Workforce Commission (TWC – the state employment agency) job bank that also shares job information with the Veterans Resource and Referral Specialists, and to US Jobs, a national job bank. We advertise with appropriate professional associations targeted for the type of job skills we are seeking (ex. Association of Fund Raising Professionals, Center for Non-Profit Management, Dallas Human Resources Association), in local temporary or temp to hire agencies (ex. Thomas Edwards Group, Robert Half Associates, Capital CFO Partners), professional search firms (ex. Parker+Lynch Search, Creative Circle, Boss Group), in certain industry publications (ex. *FMQB* and *Current*) and we have directly contacted some local colleges and universities as well as community organizations and other groups sponsoring networking forums for

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employment.

- KERA/KXT implemented and continued a process of broadcasting weekly radio spots (announcements) related to employment opportunities on our NPR station KERA FM 90.1, and also on our all music station, KKXT FM 91.7. We began running these employment related spots in April, 2014, and they have continued to date, advertising our employment opportunities and directing job seekers to our website to find current openings. Advertising on two radio stations ensures that we broadly communicate the organization's commitment to diversity and equal employment opportunity, and further, encourages the public to go to our website at www.kera.org to find the most current open positions. Our two stations together attract diverse listeners with different interests, from all age groups and ethnic backgrounds in areas all over the North Texas. Further, recent statistics point out ever increasing viewer traffic on our website that further enhances the opportunity for exposing the public to our job opportunities.
- We continued to offer a regular college internship program at KERA/KXT designed to assist members of the community to acquire skills needed for broadcast employment. Several college students are employed as interns each school semester. These students are part time and assigned meaningful work during their tenure. They often receive college credit for their internship. Students from any college in the country may be considered assuming their major studies are relevant to the needs at KERA such as journalism, media, or marketing. In previous years, as well as during the current year, interns have represented a diverse group and have included minority students and both men and women. During this particular period interns were assigned to the News, Art&Seek, Marketing and Community Engagement departments. After college graduation, several of these former interns applied for full-time employment at KERA, and some were hired.
- KERA participated in the Dallas 18th Annual Diversity Employment Day on March 20, 2019, which is an annual job fair that focuses on diversity candidates. Participation allows us to connect with several hundred diverse professionals and to make these job seekers aware of our organization, and the type of career options available. Our objective is to continuously recruit, promote, and reaffirm our commitment to diversity in the workplace. We advertised our open full-time positions during this Diversity Day, and accepted several applications from participants. We also made participants aware of our internship options and encouraged them to check our website for future open positions if our current openings did not match their particular skill sets. We continue to attend at least one job fair per year to promote KERA and KXT awareness in the community.

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- We clearly advertise our commitment to equal employment opportunity at the station. Our employment application includes a statement of policy that the organization is an Equal Opportunity Employer; and we continue to ensure that all advertising for each open position states that KERA/KXT is an Equal Opportunity Employer. We properly post our commitment to Equal Opportunity in an area accessible to applicants who come to our building. In addition, we make every effort to interview at least one minority candidate for every open position. **During this reporting period, we hired 13 employees, including 7 minorities (54%) and 9 women (69%).**
- The employment section of our website www.kera.org/jobs includes information about equal opportunity employment, a listing and description of current open positions, and information and links that invite viewers to explore additional opportunities in broadcasting at NPR, PBS, CPB and TAB.
- KERA/KXT makes our presence known in the community in many ways through education and outreach, partnerships, and programming.

North Texas Public Broadcasting, Inc. dba KERA services the fifth largest media market in the country. Over 2 million people per week listen to and watch our programming through KERA FM, KERA TV, and KXT FM.

Education and Outreach

KERA now reaches more than 600,000 children each week with educational programming on KERA TV and KERA Kids 24/7 channels. With these audience totals, KERA's children's schedule ranks in the top-five public television stations in the country.

To support our programming efforts, KERA's community engagement department sponsored the following outreach programs to provide digital and hands-on enrichment for children in underserved areas across North Texas.

The Very Hungry Caterpillar

Thanks to donor support, KERA organized a trip to the Dallas Children's Theater benefitting children from Vogel Alcove, which provides a broad array of services for children facing homelessness. In February 2018, Vogel Alcove families attended a special performance of *The Very Hungry Caterpillar* and participated in hands-on and activities designed by the KERA engagement team to help children develop early literacy skills.

Sesame Street Comes To Arlington

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KERA helped bring *Sesame Street* to a packed crowd of **4,700 North Texans** for a family engagement event in Arlington in April 2018. KERA partnered with Sesame Workshop for the event, which included a live interactive show with Abby and Elmo, digital activity stations, a reading corner and photos with characters. KERA's partners commented on the impressive attendance, and the families shared overwhelmingly positive feedback with the community engagement staff.

Start Smart Texas – Community Engagement Event

In April, KERA hosted a free community event at Dallas Heritage Village featuring activities to help children learn and connect with their favorite KERA Kids programs. Nearly 800 people attended the event to engage with KERA's education programming and meet their favorite PBS characters including Super Why, Nature Cat and Daniel Tiger. KERA coordinated with a diverse team of partners including United Way of Metro Dallas, AVANCE and Parkland Hospital. Prevent Blindness Texas also provided free vision screenings for 80 children.

Summer Enrichment Program/PBS KIDS READ

KERA's Summer Learning Challenge just completed its fourth year with record-breaking numbers. 400 children from 60 Texas cities and eight states participated in our summer campaign to help combat summer learning loss. And 315 children from Fort Worth, West Dallas and Jubilee Park in Southeast Dallas participated in specialized summer enrichment programming throughout the summer. These activities included a two-week summer camp in partnership with Big Thought's City of Learning initiative, the Fort Worth ISD Vital Link program and a four-week PBS KIDS READ program at the West Dallas Public Library.

Be My Neighbor Day

Be My Neighbor Day was a community engagement/educational event to reinforce the social-emotional lessons from the popular PBS Kids show *Daniel Tiger's Neighborhood*. The event was envisioned as an opportunity for public stations to collaborate with new and existing partners while promoting local volunteerism, family engagement and community-focused acts of kindness. KERA partnered with PNC Bank for the event, held October 14, 2017, to reach 2,000 children and families. The theme was "sharing and caring," with a goal of teaching children the importance of showing empathy for others who are less fortunate. Dallas Heritage Village was selected as the event location.

PNC Bank is a newcomer to Dallas-Fort Worth and was eager to work with us to plan the event. The financial company has sponsored Be My Neighbor Day events in other cities and encourages its employees to volunteer to help. PNC staff and volunteers set up a children's craft area at the BMND event and distributed Daniel Tiger headbands and other plush giveaways. Additional vendors at the event included United Way of Metro Dallas, Dallas Fire & Rescue, City Square and the

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Dallas Public Library. During the community service event, we collected 762 food items for the North Texas Food Bank; assembled 200 Bye-Bye snack bags for homeless children at Vogel Alcove and 410 toiletry kits for homeless Dallas residents. Children also made 255 get well cards for children at Texas Scottish Rite Hospital.

Partnerships

KERA engaged in a number of media partnerships in support of events and programs organized by a variety of arts, cultural, civic, education and philanthropic groups, including the Dallas Museum of Art, the Nasher Sculpture Center and *The Texas Tribune*. KERA also engaged in a number of in-kind partnerships with media outlets in order to reach diverse audiences across North Texas and maximize our marketing budget, including *D Magazine*, *Fort Worth Magazine*, *DFW Child Magazines* and the free community magazines *Suburban Parent* magazines, which publishes the Spanish-language publication *Familia DFW*.

KXT 91.7 once again partnered with the Nasher Sculpture Center to present *'til Midnight at the Nasher*, a series of free outdoor concerts featuring regional and local music artists. KXT programming staff consulted with the Nasher on booking series artists, and the station provided promotional support for the series on radio and across KXT's digital properties — website, social media and e-newsletters. Keeping with KXT's commitment to supporting the North Texas music scene, *'til Midnight at the Nasher* offers local artists the opportunity to reach new audiences who might not otherwise get to hear their music. Additionally, the Nasher offers free admission during these events and keeps its doors open until midnight, making its permanent collection and special exhibits more accessible to North Texans who may not otherwise have the opportunity to enjoy them.

Additionally, KERA partnered with The Texas Tribune to present *At the Table: A Symposium on Texas Women*. This event featured panel discussions and one-on-one conversations with prominent women newsmakers and officials on both sides of the aisle discussing health care, politics and the "Me Too" movement. KERA promoted the event on the radio, in e-newsletters and on social media. The event was free and open to the public, and video of each discussion was live streamed on keranews.org. More than 230 people attended the event in person, and nearly 600 more watched the live stream online.

Multiplatform Programming Initiatives

Finally, KERA produced several multiplatform (programming) initiatives that supported unserved or underserved audiences.

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The Race To Save Failing Schools -- Texas is getting tough with chronically low performing schools. A 2015 law allows the state to shut down or take over the districts of schools that for five straight years get the state's lowest rating – "improvement required." Nine of those failing schools are in North Texas – five in Dallas, three in Fort Worth and one in Arlington. In an in-depth, multiplatform project, *The Race To Save Failing Schools*, KERA explored the desperate quest to save and transform several of those schools by looking at the techniques districts are using to try to turn these schools around; presenting the stark choices parents face; and examining what it costs to bring a school up to state standards and what it costs to close a failing school for good -- all while shining a spotlight on the issues that cut across all these troubled campuses: poverty, race and a history of neglect.

One Crisis Away: Still On The Edge -- Since KERA launched the multiplatform *One Crisis Away* initiative in 2013, the North Texas economy has seen significant gains. Many, though, have not shared in that success. In *One Crisis Away: Still On The Edge*, KERA revisited some of the North Texans we've met throughout the five-year-long reporting project. They are still working hard to get by, and in most cases, still living on the financial edge. The project included a radio/digital series, TV and social media videos and promotion across all KERA's platforms

KERA "Race In America" Film Series -- KERA's community engagement staff held a special Race In America film screening and discussion series as part of the Indie Lens Pop-Up program, featuring documentaries seen on PBS' Independent Lens. KERA partnered with the City of Fort Worth Human Relations Unit to present three programs:

- In January 2018, nearly 200 people attended a screening of *I Am Not Your Negro*, the Oscar nominated film about James Baldwin, followed by a conversation led by former KERA and Fort Worth Star-Telegram journalist Bob Ray Sanders.
- In February 2018, KERA co-hosted a *Tell Them We Are Rising: The Story of Black Colleges and Universities* film screening with over 200 attendees, followed by a panel discussion with local African-American leaders and HBCU graduates
- In March 2018, KERA presented *Dolores: The Story of Dolores Huerta*, the co-founder of the first farmworkers union with Cesar Chavez. Over 100 people attended this program, co-hosted by KERA and the City of Fort Worth's Women's History Month Initiative.

The Vietnam War -- KERA collaborated with community partners on several screening events for the epic documentary series by Ken Burns and Lynn Novick. The station reached out to veteran's organizations which organized

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discussions following the screenings, and to Vietnamese American groups that screened the Vietnamese-language version of the program.

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Addendum 1 – Address and contact information for Recruiting Sources

<p>Pena Search Consulting 3131 McKinney Ave, Suite 600 Dallas, Texas Contacts: Holly Sherman-Pena 214-736-8876 holly@penasearch.com Carlos Gonzalez Pena 214-736-8891 carlos@penasearch.com</p>	<p>Robert Half – Accountemps/Office Team 2001 Ross Avenue, Suite 3500 Dallas, TX 75201 Contact: John Evans (214) 922-0080 www.accountemps.com</p>
<p>Texas Workforce Commission 2707 Stemmons Frwy, Suite 150 Dallas, TX 75207-2281 Contact: Placement Supervisor 214-920-3663 fax (214) 920-3617 www.texasworkforce.org</p>	<p>Diverse Journalists websites: National Association of Black Journalists http://careerservices.nabj.org/ National Association of Hispanic Journalists http://nahj.org/category/jobs/ Asian American Journalists Association https://secure.aaja.org/careers/ South Asian Journalism Association http://saja.org Native American Journalists Association http://www.naja.com/job-listings/ National Lesbian and Gay Journalists Association http://www.nlgja.org</p>
<p>Current (Public Media Publication) – On-line 6930 Carroll Ave. Suite 350 Takoma Park, MD 20912 Contact: Emily Lowery, Advertising Director 301-270-7240, ext. 36 currentnewspaperads@gmail.com publicmediajobs.org</p>	<p>The Boss Group 5307 East Mockingbird Lane Suite 1010 Dallas, TX 75206 214-826-3900 https://www.thebossgroup.com</p>
<p>Burnett Staffing 10440 North Central Expressway Suite 122 Dallas, TX 75231 Contact: Rita Carter 972- 385-7600 rcarter@burnetts.com</p>	<p>Opportunity 501 Website http://cnmconnect.org/opportunity-501-job-board/</p>

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<p>Center for Non Profit Management 2902 Floyd St. Dallas, Texas 75204 Tina Weinsurther, Dir. 214/826-3470 www.cnmconnect.org</p>	<p>Technical recruiting websites:</p> <p>Krop http://www.krop.com/employer/</p> <p>Authentic Jobs https://authentic.itsmycareer.com/?kw=authentic%20jobs&kid=132366098668&cid=wJSBOIJHFFT7QSG1RNL78DU&src=bingDallas</p> <p>Society of Visual Communications https://dsvc.org/jobs</p>
<p>Website Search Engines (free – these search engines pick up job postings from the KERA/KXT website and re-post to their sites which are solely purposed for employment)</p> <p>Indeed.com Dice.com SimplyHired.com TheLadders.com SnagAjob.com Salary.com Monster.com Hireable.com</p>	<p>Journalism websites:</p> <p>Journalism jobs www.Journalismjobs.com</p> <p>-Media Bistro http://www.mediabistro.com/joblistings/</p> <p>Poynter Institute http://careers.poynter.org/jobseekers/myaccount/nt/index.cfm</p> <p>Society of Professional Journalists https://www.spj.org/jobs.asp</p>
<p>Livingston Associates 3000 Chestnut Ave. Suite 208 Baltimore, MD 21211 410-243-1974 fax (410) 243-1975 info@livingstonassociates.net</p>	<p>Corporation for Public Broadcasting www.cpb.org</p>

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<p>Diversity Recruiters Network.org Contact: Neal Morrison 562-929-4402 fax (562) 651-9183 nmorrison@citycareerfair.com http://citycareerfair.com/ City Career Fair</p>	<p>Public media websites: PRNDI http://www.prndi.org/term/jobs TripleARadio http://www.triplearadio.com/jobs/ All Access http://www.allaccess.com/jobs/ Texas Non-profits http://www.txnp.org/ Public Media Business Association (PMBA) http://www.pmbaonline.org</p>
<p>Glassdoor.com https://www.glassdoor.com/index.htm Jobs2careers.com https://www.jobs2careers.com LinkedIn www.linkedin.com ZipRecruiter www.ziprecruiter.com</p>	<p>Diversity Jobs posts to all these sites: https://diversityjobs.com/c/</p> <ul style="list-style-type: none"> • Veteran Jobs.net • LatinoJobs.org • DisabilityJobs.net • WehireWomen.com • African American Hires • All GBTJobs.com • All Hispanic Jobs • All Bilingual Jobs • Asianhires.com
<p>Creative Circle 1920 McKinney Ave. Suite 940 Dallas, Texas 75201 Contact: Allison Mynard 214-521-4000 amynard@creativecircle.com www.creativecircle.com</p>	<p>Texas Association of Broadcasters Ann Arnold Center 502 East 11th Street, Suite 200 Austin, Texas 78701 512-322-9944 fax (512) 322-0522 https://www.tab.org/</p>

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<p>Joseph Michaels International Executive Search Firm Contact: Jim Ashworth 817-475-7525 Jim.ashworth@josephmichaels.com http://josephmichaels.com</p>	<p>National Educational Telecommunications Association (NETA) https://greatnonprofits.org</p>
<p>Lane Gorman Trubitt, LLC (Finance and Accounting Firm) https://www.lgt-cpa.com</p>	<p>Colleges Handshake https://app.joinhandshake.com Posts to UNT, UTD and UTA</p>
<p>Tessitura Group Forum https://www.tessituranetwork.com Must be a member to post with this group – refer to our Tessitura employees</p>	<p>Thomas Edwards 5151 Belt Line Road, Suite 350 Dallas, TX 75254 214-239-1280 www.thomasedwards.com</p>
<p>Parker + Lynch Search and Consulting 15301 North Dallas Parkway, Suite 300 Addison, TX 75001 (972) 813-0503 www.parkerlynch.com</p>	