

**North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM
EEO Recruiting Report
April 1, 2020 – March 31, 2021**

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

Ten (10) Full-time Positions Filled:

Position	Open	Filled
Reporter, Fort Worth	12/18/19	05/11/20
Political Reporter	02/06/20	04/20/20
Reporter RFA*	04/01/20	06/01/20
Reporter RFA*	04/01/20	06/01/20
Reporter RFA*	04/01/20	06/15/20
Podcast Producer	11/23/20	07/06/20
On-Air Fundraising Associate	09/10/20	11/30/20
Major Gifts Officer	07/09/20	12/07/20
Daily News Editor	08/19/20	11/30/20
Major Gifts Stewardship Specialist	10/29/20	01/19/21

Seven (7) Positions Currently Open as of March 2021:

Director Digital Fundraising	10/23/20
Statewide Managing Editor	11/20/20
Mental Health Reporter	01/02/21
Major Gifts Director Planned Giving	01/05/21
Communications Coordinator	01/29/21
Director Email	02/14/21
Chief of Staff	03/17/21

*Note: Report for America (RFA) had identified several journalists for fellowship positions in 2020. They were to be sent to various stations in the US. Due to COVID-19, their assignments were cancelled by those stations. KERA was asked by RFA to take on those journalists, which we did on a cost-shared basis. The journalists have a reporting relationship with both RFA and KERA. KERA interviewed the journalists and made them offers, but those positions were not posted by KERA for the general public to apply.

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

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

Reporter, Fort Worth

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
National Association of Hispanic Journalists
National Association of Black Journalists
Asian American Journalists Association
Texas Association of Broadcasters
Corporation of Public Broadcasting (CPB)
Publicmediajobs.org (PMBA)
LinkedIn

Political Reporter

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
National Association of Hispanic Journalists
National Association of Black Journalists
Asian American Journalists Association
Texas Association of Broadcasters
Corporation of Public Broadcasting (CPB)
Publicmediajobs.org (PMBA)
LinkedIn

Reporters RFA (3) Correct

Report for America - Collaboration

Podcast Producer

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Texas Association of Broadcasters

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Center for Non-profit Management (CNM)
Corporation of Public Broadcasting (CPB)
Asian American Journalists Association (AAJA)
National Association of Hispanic Journalist (NAHJ)
National Association of Black Journalist (NABJ)
Diversityjobs.com
Publicmediajobs.org
LinkedIn
Indeed

On-Air Fundraising Associate

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Center for Non-profit Management (CNM)
Corporation of Public Broadcasting (CPB)
Diversityjobs.com
Publicmediajobs.org
LinkedIn
Indeed
Dallas 20th Annual Diversity Employment Day

Major Gifts Officer

Posted internally - Bulletin Board
Posted on KERA website
Posted on KERA Facebook
Tweeted
Texas Workforce Commission
Center for Non-profit Management (CNM)
Corporation of Public Broadcasting (CPB)
Diversityjobs.com
Publicmediajobs.org
LinkedIn
Indeed
Dallas 20th Annual Diversity Employment Day

Daily News Editor

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

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Texas Association of Broadcasters
Center for Non-profit Management (CNM)
Corporation of Public Broadcasting (CPB)
Asian American Journalists Association (AAJA)
National Association of Hispanic Journalist (NAHJ)
National Association of Black Journalist (NABJ)
Diversityjobs.com
Publicmediajobs.org
LinkedIn
Indeed
Dallas 20th Annual Diversity Employment Day

Major Gifts Stewardship Specialist

Posted internally - Bulletin Board
Posted on KERA website
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3. The recruitment source that referred the hire for each full-time vacancy during the preceding year.

Position	Hiring Source
Reporter, Fort Worth	KERA Website
Political Reporter	Employee Referral - Connelly
Reporter RFA	Report for America
Reporter RFA	Report for America
Reporter RFA	Report for America
Podcast Producer	KERA Website
On-Air Fundraising Associate	Employee Referral - Semrad
Major Gifts Officer	KERA Website
Daily News Editor	Internal Promotion
Major Gifts Stewardship Specialist	Employee Referral - Galloway

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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 & Number Interviewed
Reporter, Fort Worth	4 KERA Website
Political Reporter	1 Employee Referral 2 KERA Website
Reporter RFA	Report for America
Reporter RFA	Report for America
Reporter RFA	Report for America
Podcast Producer	3 KERA Website
On-Air Fundraising Associate	3 KERA Website 1 Center for Non-profit Management (CNM) 4 Employee Referrals
Major Gifts Officer	7 KERA Website 3 Employee Referrals 2 Center for Non-profit Management (CNM)
Daily News Editor	1 Internal hire 2 KERA Website 3 Employee Referrals 1 Publicmediajobs.com 1 Indeed 1 Journalism Jobs Newsletter
Major Gifts Stewardship Specialist	1 KERA Website 1 Employee Referral 1 Indeed 1 Center for Non-profit Management (CNM)

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5. EEO Initiatives

- There is no pending or resolved complaint related to any unlawful or discriminatory employment practices brought against KERA/KXT.
- During this reporting period, KERA has embarked upon a number of initiatives that focus greater attention on Diversity, Equity, and Inclusion (DEI). An internal task force was created that engaged in research and discussion and drafted a number of recommendations for our organization to expand and improve our diversity initiatives. A number of those recommendations are being addressed and some have been completed. An ongoing internal DEI Advisory Council has been established and two internal employees have been named to further DEI responsibilities in their roles – Chief of Content and Diversity, and Director of Engagement and Diversity. Related to hiring practices, in addition to the diversity information posted on our website that addresses matters of compliance, our website now also includes a DEI section highlighting KERA’s commitment to Diversity, Equity, Inclusion and Belonging. Information regarding hiring practices reads as follows:

“Hiring and HR Procedures

We are committed to providing employment and promotion opportunities to individuals of all backgrounds, experiences, and identities. This includes focused recruitment in diverse spaces to identify talented candidates who may not be represented in legacy applicant pools. Our hiring processes are structured to include diverse representation on hiring committees. We also believe in supporting long-term career development in order to prepare diverse talent for leadership roles within the organization.

Further, KERA now offers paid internship opportunities to cultivate the next generation of public media professionals. We are committed to equity and transparency in compensation among our staff.”

Hiring committees that include staff members with diverse backgrounds meet with potential candidates for each open position. Our job descriptions include language intended to encourage diverse and multi-cultural candidates to apply. Our process ensures that diverse perspectives are represented in selected candidate pools for interview. We are careful to ensure such representation and will extend the timeline for an employment search if needed to broaden the pool.

During this reporting period, training relate to DEI has been enhanced. As in prior periods, all employees received our annual training presented by a highly skilled employment law attorney about the prevention of harassment, sexual harassment, and discrimination in the workplace. KERA also secured the

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services of an external organization, Diversity Crew, who is specifically conducting training sessions for management related to unconscious bias and other factors that raise understanding and promote fair employment practices for all protected classes within every aspect of KERA's employment practices.

Managers have been charged with the responsibility to include career development plans in the annual written goals for every employee. Managers and employees have all been asked to include a specific DEI goal that they will seek to achieve during their annual performance period.

- KERA/KXT recruits for every full-time position that becomes available. In recent years newspapers have gone out business, reduced their advertising, or moved their news information online. Therefore, we do not generally post jobs with local newspapers. However, all open positions are promptly posted on the employment section of our KERA 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 broadly available to the general public. Many positions are also 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, Current – Public Media Jobs, The Texas Association of Broadcasters). We post appropriate jobs related to the skills we are seeking on specific diversity focused job sites. For example, journalism and related jobs are posted with 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. It is also notable that jobs posted on websites are often passed on by individuals to friends and family who may have an interest – thus promoting an electronic “word of mouth” communication process in addition to our more formal communication processes.

Advertisements placed on the KERA website/Facebook/Twitter are often picked up and reposted by networking boards and other employment search engine job sites. Our jobs are always posted on Indeed and may also be reposted to sites such as Dice, SimplyHired, TheLadders, SnagAJob, and some that are industry specific. In addition, we have sponsored paid advertising on LinkedIn, a professional networking site. As our headquarters location is in Dallas, Texas, 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), in local temporary or temp to hire agencies

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(ex. Thomas Edwards Group, Robert Half Associates, Capital CFO Partners), professional search firms (ex. Egon Zehnder Employment Agency, Creative Circle, Boss Group), in certain industry publications and we have directly contacted some local colleges and universities as well as community organizations and other groups sponsoring networking forums for employment.

Each position posted includes a statement of equal employment opportunity within the text of the description so that as our positions are posted and reposted to other websites, that commitment is clearly stated.

Job seekers that visit our website will not only have the opportunity to view current open positions at KERA and KXT, but they are also pointed to national websites for additional opportunities. Our website indicates our interest in, and practice of fair hiring as follows:

“For information about other employment opportunities in broadcasting, please visit these websites:

[NPR](#)

[PBS](#)

[CPB](#) (Corporation for Public Broadcasting)

[TAB](#) (Texas Association of Broadcasters)

EQUAL EMPLOYMENT OPPORTUNITY

KERA believes that diversity is important to our success. We are committed to equal employment opportunity and all qualified applicants will receive consideration for employment without regard to race, color, national origin or ancestry, sex, sexual orientation, gender identity, gender expression, age, religion, veteran status, disability or any other characteristic or basis protected by law.”

- KERA/KXT repeatedly broadcasts weekly spots (radio 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. The spot reads as follows:

“For employment opportunities at KERA and KXT, you can visit [kera \(dot\) org \(slash\)](http://kera.org)

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about (slash) employment for information on open positions. KERA / KXT is an equal opportunity employer.”

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.

During this period, no organizations specifically requested employment information from KERA. In the event such a request was submitted, KERA would be prepared to respond to the request.

- 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. **In Summer, 2021, we began paying interns an hourly wage.** In addition, 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 reporting period interns were assigned to the News, Art&Seek, Think, The Texas Newsroom and Community Engagement departments. They were hired for Spring, 2020, Summer 2020, Fall 2020 and Spring 2021. **In total, this group included 10 interns composed of 7 minorities (70%) and 8 women (80%).** After college graduation, these students are prepared and eligible to apply for regular full-time positions.

We believe the paid internship program implemented in summer of 2021 affords all interested students with applicable studies the ability to apply for an internship opportunity as there is no longer a financial limitation for students needing a paid position while pursuing their education.

- KERA participated in the Dallas 21st Annual Diversity Employment Day on March 19, 2021, which is an annual job fair that focuses on diverse and multi-cultural candidates. Due to the COVID-19 pandemic, the diversity fair was held virtually. Participation allows KERA to exposure to several hundred diverse

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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. KERA serves as a media sponsor each year and we provide general advertising for the fair on our radio stations. We also advertised our open full-time positions during this Diversity Day on the career website and accepted several applications from participants. We made participants aware of our openings and 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. The In – Person Diversity Job Fair that we were registered to attend on March 18, 2020 was cancelled due to the outbreak of the Coronavirus, COVID-19. It was rescheduled as a virtual fair held on September 11, 2020. Therefore, we attended two job fairs during this reporting period, both the Dallas 20th Annual Diversity Employment Day, and the Dallas 21st Annual Diversity Employment Day. The September 2020 fair was conducted virtually in like fashion as described above.

- For both of these job fairs, KERA served as a general media partner and advertised job fair information on our two radio stations to generally promote community attendance.
- We clearly advertise our commitment to equal employment opportunity at the station with posters as required. 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 clearly communicates our support for diversity, equity, and inclusion. We properly post our commitment to Equal Opportunity in an area accessible to applicants who come to our building. We make every effort to interview minority candidates for every open position. **During this reporting period, the organization transitioned to primarily working remotely due to the COVID-19 pandemic. Nonetheless, we hired several new full-time employees during this period. All interviews were conducted virtually through the “Teams” software that allows participants to see and hear one another via computer. Among those 10 employees who filled regular, full-time open positions, 7 are minorities (70%) and 8 are women (80%). One of these 10 positions was filled through promotion by an individual who is both female and a minority.** (Note: The fact that these statistics mirror those of the interns hired this period is merely a coincidence).
- The Texas Newsroom (TTN) - During the previous reporting period, KERA led the implementation and participated in the staffing of the Texas Newsroom, a collaborative statewide news organization that included NPR and four major

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stations in Texas – Houston, San Antonio, Austin and Dallas. A recruiting firm had assisted with these collaborative openings and diversity was included in the hiring criteria as candidates were interviewed. Funding for this experimental collaboration has been sustained. During this reporting period, KERA has continued to serve in a leadership role related to the staffing efforts for TTN. Our principals related to DEI and Equal Employment Opportunity are shared among all the stations involved in TTN.

- During this reporting period, KERA established and communicated a formalized salary structure. During that process, all positions were assigned a salary range, and all employees were given documentation pertinent to their specific position and salary range, including potential advancement opportunities. We also reviewed our current workforce to determine if there were pay inequities that might be attributed to race, national origin, color, religion, or sex. No such inequities were found on those bases.
- 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. KERA reaches over two million people each week with rich, informational, insightful content via our broadcast and digital platforms through KERA FM, KERA TV, and KXT FM. KERA 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.

During this reporting period, the COVID-19 pandemic caused many community outreach programs and activities to be curtailed or to be promoted online if possible. KERA is proud to have assisted our community with a number of programs as noted below. Although these programs are not specifically designed to promote hiring, they are points of contact that continue to market KERA in our community that raise visibility and help to educate our community members about KERA. In that way they promote and encourage a relationship with KERA at all ages and demonstrate the many types of jobs that may be available at KERA. It further encourages are listeners and viewers to think of KERA as a vital part of the community and a place to consider when seeking employment opportunities. Some of the programs that KERA participated in during this period are as follows:

KERA developed the **KERA Helps** tool that touched viewers and listeners in the area on our TV and radio stations, websites, newsletters, and social media platforms, reaching our monthly digital audience of over 500,000 users.

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In March, the station created an **At-Home Learning Toolkit** to provide digital teaching resources from PBS LearningMedia and other sources for teachers, students and parents as they abruptly shifted to distance learning. It also provided information about coronavirus, health and hygiene and helping with children's emotional needs, as well as fun activities to keep children active and engaged while families adjusted to the demands of sheltering in place. KERA's **Education Toolkit** was highlighted by the Texas Education Agency in a communication to educators across the state about the value of PBS LearningMedia for distance instruction.

KERA events have allowed thousands of community members in North Texas to interact directly with station staff, learn more about important topics that our reporters cover, and explore educational activities tied to PBS Kids programs and other resources.

KERA connects daily with our audience via social media, with more than 65,000+ followers on Facebook, Twitter, and Instagram. KERA offers free mobile apps for iOS and Android, including KERA Radio/TV and KXT 91.7 streaming and on-demand apps, with thousands of downloads.

KERA's *Think* podcast is among the most popular local podcasts in public radio, averaging around 350,000 monthly downloads. And, KERA content is reaching thousands of new listeners through the NPR One app.

KERA will continue to serve our audience through program growth, including expansion of our trusted local news reporting and our service to children and families, and providing continued opportunities to engage more people in the rich civic, cultural, and educational life of North Texas.

In May 2020, nonprofits across North Texas participated in North Texas Giving Day in an effort to help organizations struggling as a result of the COVID-19 pandemic. KERA provided on-air space to highlight our community partners.

Addendum 1 – Address and contact information for Recruiting Sources

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<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 https://members.nlgja.org/networking/?_ga=2.45750052.1059729223.1605806272-1437545456.1605806272</p>
<p>Current (Public Media Publication) – Online 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>

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<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>
<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 Pubtech.org</p>	<p>Journalism websites: Journalism jobs www.Journalismjobs.com</p> <p>Media Bistro http://www.mediabistro.com/joblistings/</p> <p>Poynter Institute http://www.mediajobboard.com/jobseekers/</p> <p>Society of Professional Journalists https://www.spj.org/jobs.asp</p>

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<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>
<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

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<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>
<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 (Finance/Accounting) 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>	<p>Online News Association https://careers.journalists.org/jobs/</p>
<p>Egon Zehnder Employment Agency 13455 Noel Road Dallas, TX 75240 (972) 728-5910</p>	<p>brent.magnuson@egonzehnder.com</p>

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<p>Association of Fundraising Professionals Dallas Chapter https://www.afpdallas.org</p> <p>Madeleine Crouch Chapter Administration</p> <p>Contact Information 14070 Proton Rd. Suite 100 Dallas, TX 75244</p> <p>972.233.9107 x204</p>	<p>City Career Fairs – Diversity Career Fairs https://citycareerfair.com info@citycareerfair.com 562-409-0056 Postings: operations@citycareerfair.com 562-863-9042</p> <p>21st Annual Diversity Employment Day Career Fair held in Dallas, TX 03/19/2021</p>
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