North Texas Public Broadcasting, Inc. dba KERA prepares the EEO Recruiting Report in compliance with the FCC’s Equal Employment Opportunities (EEO) §73.2080 regulations. The EEO Recruiting Report is an annual report required by the FCC to provide transparency of the licensee’s hiring practices to ensure employment opportunities are extended to all qualified persons and no one is discriminated against because of race, color, religion, national origin or sex. This report is placed in the public inspection file for KERA-TV, KERA-FM and KKXT-FM as required and is posted to its Reports page on the kera.org website.

It is important to note that there is no pending or resolved complaint related to any unlawful or discriminatory practices brought against KERA/KKXT.

The information in this EEO Recruiting Report is for the annual required reporting period of April 1, 2021 - March 31, 2022.

The FCC’s Equal Employment Opportunities (EEO) §73.2080(c)(6) requires the report to include the following information:

1. A list of all full-time vacancies filled by the station’s employment unit during the preceding year, identified by job title;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year;
4. Data reflecting the total number of persons interviewed for the full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of initiatives undertaken during the preceding year.
1. A list of all full-time vacancies filled by the station’s employment unit during the preceding year, identified by job title;

**Thirty (30) Full-time Positions Filled:**

<table>
<thead>
<tr>
<th>Position</th>
<th>Open</th>
<th>Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide Managing Editor</td>
<td>11/20/20</td>
<td>06/14/21</td>
</tr>
<tr>
<td>Health Reporter</td>
<td>01/02/21</td>
<td>07/06/21</td>
</tr>
<tr>
<td>Major Gifts Director of Planned Giving</td>
<td>01/05/21</td>
<td>04/06/21</td>
</tr>
<tr>
<td>Communications Coordinator</td>
<td>01/29/21</td>
<td>04/12/21</td>
</tr>
<tr>
<td>Email Director</td>
<td>02/14/21</td>
<td>07/06/21</td>
</tr>
<tr>
<td>Chief of Staff</td>
<td>03/17/21</td>
<td>07/01/21</td>
</tr>
<tr>
<td>Marjorie Welch Fits Louis Fellowship</td>
<td>04/12/21</td>
<td>09/07/21</td>
</tr>
<tr>
<td>Grants (Coordinator) Specialist</td>
<td>04/27/21</td>
<td>07/07/21</td>
</tr>
<tr>
<td>Desktop Support Technician</td>
<td>04/28/21</td>
<td>07/14/21</td>
</tr>
<tr>
<td>Director of Strategic Revenue Initiatives</td>
<td>06/06/21</td>
<td>08/16/21</td>
</tr>
<tr>
<td>KXT Events and Engagement Coordinator</td>
<td>06/06/21</td>
<td>09/08/21</td>
</tr>
<tr>
<td>Tessitura Support Specialist</td>
<td>06/06/21</td>
<td>09/01/21</td>
</tr>
<tr>
<td>Events Director</td>
<td>06/06/21</td>
<td>09/21/21</td>
</tr>
<tr>
<td>Director of Marketing Operations</td>
<td>06/30/21</td>
<td>11/08/21</td>
</tr>
<tr>
<td>Director of Talent Recruitment and Retention</td>
<td>07/16/21</td>
<td>11/01/21</td>
</tr>
<tr>
<td>Education Director</td>
<td>07/21/21</td>
<td>11/29/21</td>
</tr>
<tr>
<td>Breaking News Reporter</td>
<td>07/22/21</td>
<td>11/01/21</td>
</tr>
<tr>
<td>Report for America Fellow</td>
<td>07/22/21</td>
<td>12/31/21</td>
</tr>
<tr>
<td>Education Coordinator</td>
<td>07/22/21</td>
<td>01/05/22</td>
</tr>
<tr>
<td>On-Air Fundraising Associate</td>
<td>08/25/21</td>
<td>11/08/21</td>
</tr>
<tr>
<td>Audience Insights Analyst</td>
<td>08/30/21</td>
<td>01/31/22</td>
</tr>
<tr>
<td>Digital Breaking News Reporter and Producer</td>
<td>09/13/21</td>
<td>01/10/22</td>
</tr>
<tr>
<td>KXT Program Director</td>
<td>09/14/21</td>
<td>02/14/22</td>
</tr>
<tr>
<td>Executive Editor</td>
<td>09/14/21</td>
<td>02/28/22</td>
</tr>
<tr>
<td>Government Accountability Editor</td>
<td>09/14/21</td>
<td>11/15/21</td>
</tr>
<tr>
<td>Podcast Producer</td>
<td>10/14/21</td>
<td>02/14/22</td>
</tr>
<tr>
<td>Revenue Operations Coordinator</td>
<td>10/25/21</td>
<td>11/29/21</td>
</tr>
<tr>
<td>Audience Producer</td>
<td>10/26/21</td>
<td>01/26/22</td>
</tr>
<tr>
<td>Digital Producer, Think</td>
<td>11/02/21</td>
<td>02/07/22</td>
</tr>
<tr>
<td>Technical Director and Editor</td>
<td>11/08/21</td>
<td>03/07/22</td>
</tr>
</tbody>
</table>
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, contact person and telephone number); For ease of reference, Address and Contact Information for Recruiting Sources are attached in Addendum #1.

Statewide Managing Editor
KERA Website
KERA Facebook
Twitter
Corporation for Public Broadcasting, Inc. (CPB)
Publicmediajobs.org (Current)
Diversityjobs.com
Texas Association of Broadcasters
LinkedIn
Indeed
Texas Workforce Commission
National Association of Black Journalists
National Association of Hispanic Journalists
Asian American Journalists Association
South Asian Journalism Association
Native American Journalists Association
National Lesbian and Gay Journalists Association
Association for Women in Communications
Journalism jobs
Media Bistro
Poynter Institute
Society of Professional Journalists

Health Reporter
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting (CPB)
Diversityjobs.com
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalists Association
South Asian Journalist Association
Publicmediajobs.org (Current)
Texas Workforce Commission (TWC)
SimplyHired
North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM

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Major Gifts Director of Planned Giving
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
African American Development Officers
Women of Color in Fundraising and Philanthropy
Diversityjobs.com
Publicmediajobs.org (Current)
Texas Workforce Commission (TWC)
Dallas 22\textsuperscript{nd} Annual Diversity Employment Day

Communications Coordinator
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Publicmediajobs.org (Current)
Texas Workforce Commission (TWC)
Dallas 22\textsuperscript{nd} Annual Diversity Employment Day

Email Director
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)
Dallas 22\textsuperscript{nd} Annual Diversity Employment Day
Chief of Staff
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)
SimplyHired

Marjorie Welch Fitts Louis Fellowship
KERA Website
KERA Facebook
Tweeted
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)
Handshake – College job board
Intern Referral

Grants (Coordinator) Specialist
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)

Desktop Support Technician
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Publicmediajobs.org (Current)
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)

**Director of Strategic Revenue Initiatives**
KERA Website
KERA Facebook
Twitter
Indeed
LinkedIn
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
Texas Workforce Commission (TWC)

**KXT Events and Engagement Coordinator**
KERA Website
Insperity – Bright Move
Employee Referral

**Tessitura Support Specialist**
KERA Website
Insperity – Bright Move
LinkedIn
Employee Referral
Current Employee

**Events Director**
KERA Website
KERA Facebook
Twitter
LinkedIn
Diversityjobs.com
Center for Non-profit Management (CNM)
Corporation for Public Broadcasting, Inc. (CPB)
Texas Workforce Commission (TWC)

**Director of Marketing Operations**
KERA Website
LinkedIn
Diversityjobs.com
North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM
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Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)
Employee Referral

Director of Talent and Recruitment
KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)

Education Director
KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)

Breaking News Reporter
KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Diversityjobs.com
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)

Report for America Fellow
Report for America Contract

Education Coordinator
KERA Website
Insperity – Bright Move
LinkedIn
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Publicmediajobs.org (Current)
North Texas Public Broadcasting
KERA-TV, KERA-FM and KKXT-FM
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Zip Recruiter
Glassdoor
Employee Referral
Current Employee

On-Air Fundraising Associate
KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management
Publicmediajobs.org (Current)

Audience Insights Analyst
KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management
Diversityjobs.com
Employee Referral
Current Employee

Digital Breaking News Reporter and Producer
KERA Website
Insperity – Bright Move
Other / Not Specified
LinkedIn
ZipRecruiter
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Online News Association
Publicmediajobs.org (Current)
Employee Referral
Current Employee

KXT Program Director
KERA Website
Insperity – Bright Move
Publicmediajobs.org (Current)
LinkedIn
Corporation for Public Broadcasting, Inc. (CPB)
Employee Referral
Current Employee
Contractor Referral

Executive Editor
KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
Employee Referral
Current Employee

Government Accountability Editor
KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)

Podcast Producer
KERA Website
Insperity – Bright Move
Corporation for Public Broadcasting, Inc. (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
Zip Recruiter
LinkedIn
Employee Referral
Current Employee

Revenue Operations Coordinator
KERA Website
Insperity – Bright Move
Diversityjobs.com
Corporation for Public Broadcasting, Inc. (CPB)
Center for Non-Profit Management (CNM)
Audience Producer
KERA Website
Insperity – Bright Move
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
LinkedIn
Corporation for Public Broadcasting, Inc. (CPB)
ZipRecruiter
Employee Referral
Current Employee

Digital Producer, Think
KERA Website
Insperity – Bright Move
LinkedIn
Corporation for Public Broadcasting (CPB)
National Association of Black Journalists
National Association of Hispanic Journalist
Asian American Journalist Association
Publicmediajobs.org (Current)
ZipRecruiter
Employee Referral
Current employee

Technical Director and Editor
KERA Website
Insperity – Bright Move
ZipRecruiter
LinkedIn
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year;

<table>
<thead>
<tr>
<th>Position</th>
<th>Hiring Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide Managing Editor</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Health Reporter</td>
<td>Twitter</td>
</tr>
<tr>
<td>Major Gifts Director of Planned Giving</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>Communications Coordinator</td>
<td>KERA website</td>
</tr>
<tr>
<td>Email Director</td>
<td>Publicmediajobs.com (Current)</td>
</tr>
<tr>
<td>Chief of Staff</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Marjorie Welch Fitts Louis Fellowship</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Grants (Coordinator) Specialist</td>
<td>Zip Recruiter</td>
</tr>
<tr>
<td>Desktop Support Technician</td>
<td>Indeed</td>
</tr>
<tr>
<td>Director of Strategic Revenue Initiatives</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>KXT Events and Engagement Coordinator</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Tessitura Support Specialist</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Events Director</td>
<td>Indeed</td>
</tr>
<tr>
<td>Director of Marketing Operations</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Director of Talent Recruitment and Retention</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Education Director</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Breaking News Reporter</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Report for America Fellow</td>
<td>Report for America</td>
</tr>
<tr>
<td>Education Coordinator</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>On-Air Fundraising Associate</td>
<td>Current Employee</td>
</tr>
<tr>
<td>Audience Insights Analyst</td>
<td>KERA Website</td>
</tr>
<tr>
<td>Digital Breaking News Reporter and Producer</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>KXT Program Director</td>
<td>Contractor Referral</td>
</tr>
<tr>
<td>Executive Editor</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Government Accountability Editor</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Podcast Producer</td>
<td>Indeed</td>
</tr>
<tr>
<td>Revenue Operations Coordinator</td>
<td>Employee Referral</td>
</tr>
<tr>
<td>Audience Producer</td>
<td>Indeed</td>
</tr>
<tr>
<td>Digital Producer, Think</td>
<td>LinkedIn</td>
</tr>
<tr>
<td>Technical Director and Editor</td>
<td>Indeed</td>
</tr>
</tbody>
</table>
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;

One Hundred Eighty Six (186) Persons Interviewed:

<table>
<thead>
<tr>
<th>Position</th>
<th>Recruitment Sources &amp; Number Interviewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide Managing Editor</td>
<td>4 KERA website, 1 Referral, 1 Employee Referral</td>
</tr>
<tr>
<td>Health Reporter</td>
<td>1 LinkedIn, 2 KERA website, 2 Twitter, 1 Current Employee, 1 Employee referral, 1 Simplyhired.com, 1 Publicmediajobs.org (Current)</td>
</tr>
<tr>
<td>Major Gifts Director of Planned Giving</td>
<td>1 LinkedIn, 3 Indeed, 1 KERA website, 1 Referral, 2 Employee referral</td>
</tr>
<tr>
<td>Communications Coordinator</td>
<td>3 Indeed, 2 KERA website, 1 Center for Non-profit Management (CNM), 1 UNT Journalism Facebook Group</td>
</tr>
<tr>
<td>Email Director</td>
<td>2 KERA website, 2 Publicmediajobs.com (Current), 1 Employee referral</td>
</tr>
<tr>
<td>Chief of Staff</td>
<td>4 LinkedIn, 3 KERA website, 2 Publicmediajobs.com (Current), 1 Simplyhired.com, 2 Current Employee, 2 Employee referral</td>
</tr>
<tr>
<td>Marjorie Welch Fitts Louis Fellowship</td>
<td>1 Indeed, 1 KERA website, 1 Intern referral – Rolando Hernandez, 2 Employee referral</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>Position</th>
<th>Source(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants (Coordinator) Specialist</td>
<td>2 Center for Non-Profit Management (CNM) 1 Zip Recruiter 1 Current Employee</td>
</tr>
<tr>
<td>Desktop Support Technician</td>
<td>5 KERA website 1 Indeed 1 Glassdoor</td>
</tr>
<tr>
<td>Director of Strategic Revenue Initiatives</td>
<td>1 Employee referral 3 KERA website</td>
</tr>
<tr>
<td>KXT Events and Engagement Coordinator</td>
<td>1 Employee referral 1 Indeed</td>
</tr>
<tr>
<td>Tessitura Support Specialist</td>
<td>2 Employee referral 1 LinkedIn 1 Other / Not Specified</td>
</tr>
<tr>
<td>Events Director</td>
<td>3 LinkedIn 1 Indeed 1 Current Employee 1 ZipRecruiter 1 KERA website 1 Other / Not Specified</td>
</tr>
<tr>
<td>Director of Marketing Operations</td>
<td>2 Indeed 1 LinkedIn 1 KERA website 1 Employee referral</td>
</tr>
<tr>
<td>Director of Talent Recruitment and Retention</td>
<td>3 Indeed 2 Employee referral</td>
</tr>
<tr>
<td>Education Director</td>
<td>1 Employee referral 1 Indeed 1 KERA website</td>
</tr>
<tr>
<td>Breaking News Reporter</td>
<td>1 Employee referral 2 KERA website 1 Other / Not Specified</td>
</tr>
<tr>
<td>Report for America Fellow</td>
<td>1 Report for America</td>
</tr>
<tr>
<td>Education Coordinator</td>
<td>10 Indeed 1 KERA website 1 LinkedIn 1 Publicmediajobs.org (Current)</td>
</tr>
<tr>
<td>On-Air Fundraising Associate</td>
<td>1 Current Employee 2 Employee referral 2 KERA website 1 Other / Not Specified</td>
</tr>
<tr>
<td>Position</td>
<td>Source(s)</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------------------------------------</td>
</tr>
<tr>
<td>Audience Insights Analyst</td>
<td>1 KERA website, 1 Indeed, 1 Employee referral</td>
</tr>
<tr>
<td>Digital Breaking News Reporter and Producer</td>
<td>4 Employee referral, 1 Publicmediajobs.org (Current), 1 KERA website, 1 Other / Not Specified</td>
</tr>
<tr>
<td>KXT Program Director</td>
<td>5 Publicmediajobs.org (Current), 2 Contractor referral, 2 Current employee, 2 Indeed, 1 Other / Not Specified, 1 KERA website</td>
</tr>
<tr>
<td>Executive Editor</td>
<td>2 Employee referral, 1 Current employee</td>
</tr>
<tr>
<td>Government Accountability Editor</td>
<td>4 Employee referral</td>
</tr>
<tr>
<td>Podcast Producer</td>
<td>3 Employee referral, 3 KERA website, 2 Indeed, 1 Current employee, 1 Publicmediajobs.org (Current), 1 Other / Not Specified</td>
</tr>
<tr>
<td>Revenue Operations Coordinator</td>
<td>1 Employee referral, 1 KERA website</td>
</tr>
<tr>
<td>Audience Producer</td>
<td>3 Employee referral, 2 Indeed, 1 KERA website</td>
</tr>
<tr>
<td>Digital Producer, Think</td>
<td>4 Employee referral, 1 KERA website, 1 LinkedIn</td>
</tr>
<tr>
<td>Technical Director and Editor</td>
<td>8 Indeed, 1 LinkedIn, 1 KERA Website, 1 ZipRecruiter</td>
</tr>
</tbody>
</table>
5. A list and brief description of initiatives undertaken during the preceding year.

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.

KERA is committed to providing employment and promotion opportunities to individuals of all backgrounds, experiences, and identities. All qualified applicants 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. This includes focused recruitment in diverse spaces to identify talented candidates who may not be represented in legacy applicant pools. We expanded management positions with an increased DEI focus and development. Our hiring processes are structured to include hiring committees with diverse representation that have a meaningful say in the hiring of every candidate. We also believe in supporting long-term career development to prepare diverse talent for leadership roles within the organization.

The initiatives undertaken by KERA for this reporting period are as follows:

§73.2080(c)(2)(iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;

KERA, The Texas Newsroom division, participated in the Public Media Village, led by NPR, as a Lead Villager sponsor for three national conferences: Asian American Journalists Association (AAJA) August 24-28, 2021, National Association of Black Journalists (NABJ) August 18-21, and National Association of Hispanic Journalists (NAHJ) July 14-16. Public Media Village is a coalition of public media organizations available for job seekers to explore the world of public media, including news, television, radio, and podcasts. Due to the COVID-19 pandemic, the job booths were virtual and allowed KERA and its career opportunities exposure to several hundred diverse professional journalists on a national level. KERA was able to present its open full-time positions during the conference job fairs, the career paths in journalism and encouraged job seekers to check our website for future job vacancies if the current openings did not match their skill sets.
§73.2080(c)(2)(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

KERA has continued its established paid college internship program which assists students to acquire skills needed for broadcast employment. We believe the paid internship program affords all interested students with applicable studies the ability to apply for an internship opportunity without a financial limitation for students needing a paid position while pursuing their education.

The students selected for KERA’s paid college internship program are part-time, are assigned meaningful work and often receive college credit for their internship. Interns represent a diverse group, including minority students. During this reporting period interns were assigned to News, Podcasts, Think, DEI and Photojournalism. They were hired for Spring 2021, Summer 2021, Fall 2021 and Spring 2022. In total, this group included 14 interns with over half being minority and/or women. After college graduation, these students are prepared and eligible to apply for regular full-time positions with KERA.

Additionally, KERA has participated in NPR’s Next Generation Radio training for the past several years. It is a one-week, digital first, multimedia training project co-sponsored by NPR, NPR member stations, colleges, and universities. This program is designed to give competitively selected participants who are interested in podcasting, audio storytelling, and written and visual journalism the skills and opportunity to find and produce their own multimedia stories. Each selected participant is paired with a professional journalist throughout the program. In 2021, three KERA journalists served as mentors and worked one-on-one with their assigned Next Generation participants from the broadcast community. They were the main point of communication for the mentee, provided specific feedback and clear direction, and offered support and encouragement throughout the project.

§73.2080(c)(2)(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally;

All open positions are posted in the employment section of the KERA website, https://www.kera.org/about/employment and are posted through KERA social media sources. These sources are broadly available to the general public and are often picked up and reposted by networking boards and other employment search engine job sites.

Many positions are also posted on highly recognizable professional websites and/or specific professional association websites applicable to the job vacancy. We partnered with Insperity – Bright Move who posts the job positions to various additional job boards helping to further amplify our job postings in the job market.
Additionally, we post job vacancies related to the skills we are seeking on specific diversity focused job sites. We have sponsored paid advertising on LinkedIn, a professional networking site. We also utilize local community job boards and place open positions in the Texas Workforce Commission (TWC) job bank which shares job information with Veterans and Referral Specialists, and to US Jobs, a national job bank.

We advertise with professional associations targeted for the type of job skills we are seeking, in certain industry publications and in local temporary and temp to hire agencies. We have directly contacted some local colleges and universities as well as community organizations and other groups sponsoring networking forums about employment opportunities.

§73.2080(c)(2)(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

KERA augmented the core benefits and services it offers its team members by entering into a service agreement with Insperity. Through Insperity’s online portal, staff have access to over 100,000 learning assets, including professional and educational courses, certifications and training videos. Additionally, an annual stipend of $500 per employee is provided for training and development as well as a $1,500 educational stipend toward a degree program. KERA also provides all staff the opportunities to attend conferences to broaden their knowledge and skills. All KERA managers have been charged with the responsibility to include career development plans in the annual written goals for each employee in their department.

§73.2080(c)(2)(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

During this reporting period, KERA continued its enhanced DEI training. As in prior periods, all employees, including managers, received our annual training about the prevention of harassment, sexual harassment, and discrimination in the workplace. KERA secured the services of external organizations Diversity Crew and Keith Woods, and launched the Can We Talk Series to specifically conduct training sessions related to unconscious bias and other factors that raise awareness and understanding. KERA also worked with local partners to provide several professional development opportunities rooted in diversity, equity and inclusion for both managers and staff. Topics included change management, inclusive leadership, emotional intelligence and more. Management has been an integral participant in all trainings enhancing the understanding and promotion of fair employment practices for all protected classes within every aspect of KERA’s employment practices.
In addition to the DEI training, KERA expanded a senior management position to Chief Content and Diversity Officer ensuring that DEI is in the foundation of KERA’s core from the top-down. KERA hired a Director of Talent Recruitment & Retention to build KERA’s pipeline of talent and to create opportunities for professional development and growth. KERA also expanded its hiring committees for the hiring process. The hiring committees are assembled for each new position and includes the hiring manager, department team members and 1 or 2 representatives from other departments that would work collaboratively with the person who would be hired in this position. The hiring committee is asked to be diverse in nature and is to present a diverse pool of applicants to review. Additionally, all managers and employees have been asked to include a specific DEI goal they will seek to achieve during their annual performance period.

§73.2080(c)(2)(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

KERA regularly posts job vacancies on the KERA website, as well as on the KERA Facebook page and KERA’s Twitter account. These three sources are broadly available to the general public which further circulates job vacancies to job seekers who may not have considered KERA in their job search.

Job seekers that visit the KERA website will have the opportunity to view current open positions at KERA and KXT, and are also pointed to national websites for additional opportunities. The KERA website states our commitment to equal opportunity with the following:

“Employment at KERA

KERA embraces the principles of diversity, equity, and inclusion in our workplace. We endeavor to promote an environment in which differences are respected, and innovative ideas and perspectives are welcomed. We recruit individuals with exceptional ability and talent from a broad range of backgrounds, experiences, cultures, beliefs and lifestyles and are dedicated to the development and advancement of our employees. If you would like to learn more about KERA and how to join our team, please click on the button below to view our current employment opportunities.

SEARCH KERA JOBS HERE

For information about other employment opportunities in broadcasting, please visit these websites:
EEO Recruiting Report
April 1, 2021 – March 31, 2022

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.

Each job position posted, and reposted by other websites, includes a statement of equal employment opportunity within the text of the description to clearly show KERA’s commitment.

KERA/KXT repeatedly broadcasts weekly spots (radio announcements) related to employment opportunities on our NPR station KERA FM 90.1. 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) about (slash) employment for information on open positions. KERA / KXT is an equal opportunity employer.”
### Addendum 1 – Address and contact information for Recruiting Sources

<table>
<thead>
<tr>
<th>Recruiting Source</th>
<th>Address/Contact Information</th>
</tr>
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</table>
| **Insperity – Bright Move**  
545 E John Carpenter Fwy, Suite 1200  
Irving, TX 75062  
Contact: Roger Cabajal  
972.871.5982  
Roger.cabajal@insperity.com | KERA Website (kera.com)  
KERA Facebook  
KERA Twitter  
Employee Referral  
Current Employee  
Intern Referral  
Contractor Referral |
| **Better Jobs**  
**Direct Employers Association**  
**Glassdoor**  
**Google Jobs**  
**Indeed**  
**Jooble**  
**JustJobs.com**  
**OLX**  
**Oodle**  
**SimplyHired**  
**Trovit**  
**Yakaz**  
**ZipRecruiter** | KERA  
3000 Harry Hines Blvd.  
Dallas, TX 75201  
Andrea Somers  
Director of Talent Recruitment and Retention  
214.740.9348  
asomers@kera.org |
| **Corporation for Public Broadcasting (CPB)**  
401 9th Street, NW  
Washington, DC 20004-2129  
www.cpb.org | Publicmediajobs.org (Current)  
Current – Online  
6930 Carroll Ave.  
Suite 350  
Takoma Park, MD 20912  
Contact: Advertising Director  
301-270-7240, ext. 36  
currentnewspaperads@gmail.com  
publicmediajobs.org |
### Journalism websites:
- Society of Professional Journalists: [https://www.spj.org/jobs.asp](https://www.spj.org/jobs.asp)
- Online News Association: [https://careers.journalists.org/jobs/](https://careers.journalists.org/jobs/)

### Diverse Journalists websites:
- Asian American Journalists Association: [https://secure.aaja.org/careers/](https://secure.aaja.org/careers/)
- South Asian Journalism Association: [http://saja.org](http://saja.org)
- Association for Women in Communications: [https://awc.careerwebsite.com/employer/login/?goto=%2FEmployer%2Fpost%2F](https://awc.careerwebsite.com/employer/login/?goto=%2FEmployer%2Fpost%2F)

### 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](http://www.texasworkforce.org)

### African American Development Officers (AADO)
[African American Development Officers (aadonetwork.com)](http://aadonetwork.com)

### Women of Color in Fundraising and Philanthropy (WOC®)
[Women of Color in Fundraising and Philanthropy (WOC®)](http://woc-fp.com)

### 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/](https://www.tab.org/)

### Center for Non-Profit Management (CNM)
2902 Floyd St.
Dallas, Texas 75204
Tina Weinsurther, Dir. 214/826-3470
[www.cnmconnect.org](http://www.cnmconnect.org)

### Glassdoor.com

### Handshake (Colleges)
[https://app.joinhandshake.com](https://app.joinhandshake.com)

### LinkedIn
[www.linkedin.com](http://www.linkedin.com)

### Posts to UNT, UTD and UTA

### ZipRecuriter
[www.ziprecruiter.com](http://www.ziprecruiter.com)

### UNT Journalism Facebook Group
North Texas Public Broadcasting  
KERA-TV, KERA-FM and KKXT-FM  
EEO Recruiting Report  
April 1, 2021 – March 31, 2022

| Diversity Jobs posts to all these sites: | City Career Fairs – Diversity Career Fairs  
https://diversityjobs.com/c/  
• Veteran Jobs.net  
• LatinoJobs.org  
• DisabilityJobs.net  
• WehireWomen.com  
• African American Hires  
• All GBTJobs.com  
• All Hispanic Jobs  
• All Bilingual Jobs  
• Asianhires.com  
City Career Fairs – Diversity Career Fairs  
https://citycareerfair.com  
info@citycareerfair.com  
562-409-0056  
Postings:  
operations@citycareerfair.com  
562-863-9042  
22nd Annual Diversity Employment Day  
Career Fair held in Dallas, TX 03/19/2021 |

| Indeed | SimplyHired  
Job Search | Indeed  
Job Search Engine | SimplyHired |