

**ATTACHMENT B**

Recruitment Documentation

## 2008-2009 Recruitment Documentation

## Position 1

①

**FULL-TIME VACANCY EEO INFORMATION - Form BP-03**

[Fill out for each full-time vacancy]

Job Title of Vacancy: Internet Sales Director Recruitment Source That Referred the Hiree: KXAN.com

Date Vacancy Opened: July 1, 2008 Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: August 28, 2008

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
AWRT	8405 Greensboro Drive, Ste 800 McLean, VA 22101	Careers	703- 506-3290	0	no
Craig's List	<a href="http://www.craigslist.com">http://www.craigslist.com</a>	Jim Buckmaster	415-566-6394	3	no
KXAN	908 W., MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	7	no
TheCW Austin.	908 W., MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	0	no
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balewicz	401-454-2880	0	no
TAB	502 E. 11 <sup>th</sup> Street, Ste 200, Austin, TX 78701	Craig Bean	512-322-9944	0	no

\*\*\*\*\* Use additional pages as needed. DO NOT PUT IN PUBLIC FILE unless as part of the station's annual EEO Public File Report. \*\*\*\*\*

2008

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: INTERNET SALES DIRECTOR

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	KXAN.COM			
2	[REDACTED]	KXAN.COM			
3	[REDACTED]	CRAIG'S LIST			
4	[REDACTED]	KXAN.COM			
5	[REDACTED]	CRAIG'S LIST			
6	[REDACTED]	KXAN.COM			
7	[REDACTED]	CRAIG'S LIST			
8	[REDACTED]	KXAN.COM			
9	[REDACTED]	KXAN.COM			
10	[REDACTED]	KXAN.COM			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

*Internet Sales Dir.  
Bladiny*

**CareerLine**

**Thank You!**

AWRT is in receipt of your employment opportunity. If you have questions or comments regarding Careerline, please contact AWRT at:

**AWRT National Headquarters**  
8405 Greensboro Drive, Suite 800  
McLean, Virginia 22102  
P: 703.506-3290 F: 703.506.3266  
E-mail: [info@awrt.org](mailto:info@awrt.org)

**[Post another employment opportunity](#)**

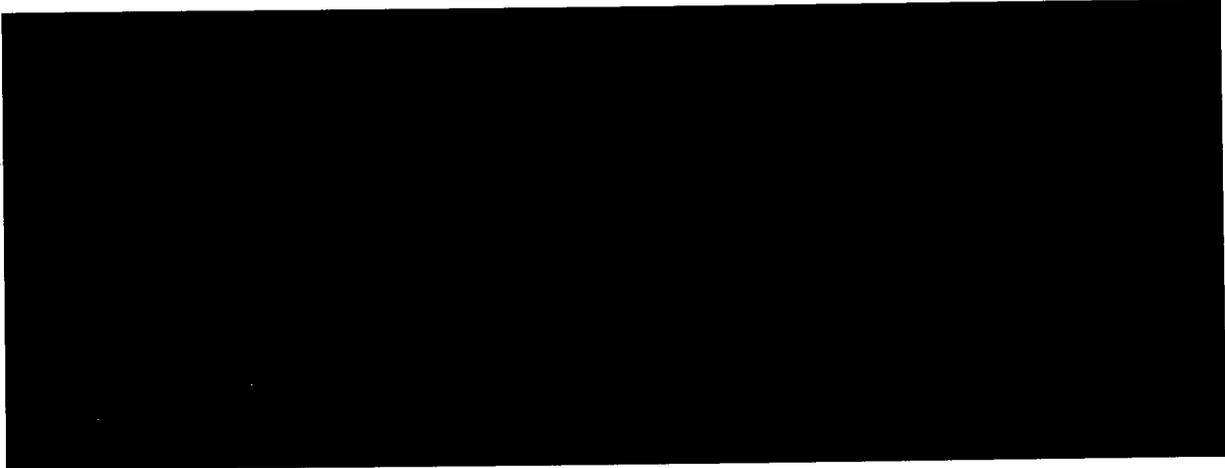
**[Return to the AWRT Home Page](#)**

**Rachel Steading**

---

**From:** [REDACTED]  
**Sent:** Wednesday, November 07, 2007 12:38 PM  
**To:** Steading, Rachel  
**Subject:** Director of Marketing  
**Attachments:** [REDACTED]

I would like to apply for the Internet Sales Director position at LIN Television Austin as posted on [www.craigslist.com](http://www.craigslist.com). Please find my Cover letter and Resume attached.



**Rachel Steading**

*Internet Sales Director*

**From:** no-reply@tab.org  
**Sent:** Thursday July 3, 2008 11:15 AM AM  
**To:** Steading, Rachel  
**Subject:** Job posted

*Steading*

Thank you for posting a job opening in the Texas Association of Broadcasters' Job Bank.

Visit the [TAB Job Bank](#) to:

- print a copy of the job opening for your EEO files
- Manage your job postings
- Search available candidates

Questions? Contact [Craig Bean](#) or call (512) 322-9944

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Texas Association of Broadcasters

502 E. 11th St., Ste. 200, Austin, TX, 78701

Ph: (512) 322-9944

Fax: (512) 322-0522

2008-01

**KXAN/KNVA-TV**  
908 W. MLK Jr. Blvd  
Austin, TX 78701

<b>Account Executive</b>	<b>Sales Manager</b>	<p>KXAN Seeks an aggressive, highly motivated Account Executive with 3+ years experience in media sales to grow existing accounts list, with an emphasis of new business development, and website sales. The ideal candidate should have excellent presentation and negotiation skills and demonstrate a successful track record of new and non-traditional business development. Microsoft office products, including PowerPoint skills a must. Knowledge of Matrix Plus, VCI, CMR, and One Domain is a plus. Please send resumes to:          KXAN/KNVA Sales resumes, 908 W. MLK Blvd, Austin, TX 78701. Or email to: <a href="mailto:Salesjobs@kxan.com">Salesjobs@kxan.com</a> BOE</p>
<b>Local Sales Manager</b>	<b>Keith Sommer</b>	<p>Must have demonstrated success in TV sales management with proven skill at leading a team to increase revenue market share through successful tactical execution. Self-driven and goal oriented! Ability to inspire, manage and motivate sales staff in a rapidly growing competitive marketplace. Must be analytical and detail-oriented. Experience selling multi-platform opportunities on the local and agency level. Preferred knowledge and proficiency with VCI, Matrix, and Marshall Marketing. Send resume to:          Keith Sommer, DOS, 908 W. MLK Blvd Austin, TX 78701, Or email <a href="mailto:Salesjobs@kxan.com">Salesjobs@kxan.com</a></p>
<b>Internet Sales Director</b>	<b>Keith Sommer</b>	<p>This sales position is responsible for developing Internet revenue for the highly successful KXAN.com and TheCWAustin.com Web sites. Will represent both KXAN.com and TheCWAustin.com. Background in Web marketing and sales is beneficial, candidates with sales management experience preferred. For consideration, please send resume to: 908 W. MLK Blvd Austin, TX 78701. Or send information to <a href="mailto:webjobs@kxan.com">webjobs@kxan.com</a></p>

Position 2

# FULL-TIME VACANCY EEO INFORMATION - Form BP-03

[Fill out for each full-time vacancy]

2

Job Title of Vacancy:

Sales Marketing Manager

Recruitment Source That Referred the Hire:

KXXAN.com

Date Vacancy Opened:

June 6, 2008

Total Number of Persons Interviewed for the Vacancy:

10

Date Vacancy Filled:

August 22, 2008

## Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Spots N Dots	167 Oakdale Rd Johnson City, NY 13790	Gene McKay	888-884-2630	0	no
Craig's List	www.craigslist.com	Jim Buckmaster	415-566-6394	4	no
KXXAN.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	4	no
TheCWAustin.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	0	no
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balcwicz	401-454-2880	0	no

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2008

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy:

FILES MARKETING MGR

Interview	Referral Source	Interview #	Interviewee's Name	Referral Source
1	CEM'S LIST			
2				
3				
4	↓			
5	KYAN.COM			
6				
7				
8	INTERNET SEARCH			
9	PERSONAL			
10	KYAN.COM			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

2008-02

PT Traffic Reporter Count 44/50

Sub-Headline  
KXAN TV is looking for a PT Traffic Reporter Count 40/40

Short Headline  
KXAN TV is looking for a PT Traffic Repo Count 0/40

Dateline

Street Address

City State Zip Code

County Country

Story Versions

Version 1 - Mon Dec 29 11:31:09 CST 2008: Current - Jackie Vega

Abstract

Source [Rich Text Editor Icons]

Story Text Geocode this story

Source [Rich Text Editor Icons]

KXAN Austin News is accepting résumés for a PT In-studio traffic reporter. Responsibilities include on-air presentation in morning newscasts and network cut-ins, managing traffic mapping computer and developing/cultivating transportation sources.  
Live on-camera performance experience preferred.  
Creative individuals with superior communication and organizational skills are encouraged to apply. Send résumé with references and a non-returnable VHS/DVD to:  
Traffic Reporter Opening  
KXAN TV

**AUSTIN  
NEWS** 

**AUSTIN  
THE CW**

**KXAN 36 / KNVA 54**  
908 MLK Blvd  
Austin Texas 78701  
PH: 512.476.3636

To: *Spots - N. Jots*  
Fax number: *866-804-8972*

From: *Rachel Steading*  
Number: *512-703-5221*

Date: *June 10, 2008*

Regarding: *Job posting*

Pages with cover: *2*

**Comments:**

*Please run the attached  
ad in your daily publication  
during the week of June 10<sup>th</sup>.  
Contact me at [rachel.steading@kxan.com](mailto:rachel.steading@kxan.com)  
for proof and payment.*

*Thanks!*

KXAN/KNVA/KXAN.com, LIN Television has an immediate opening for a creative **Sales Marketing Director**. Responsibilities include the development of all aspects of sales promotions from conception through execution, working with the sales, promotions & internet departments. Minimum 2 years experience, Microsoft offices skills and college degree required. EEOC

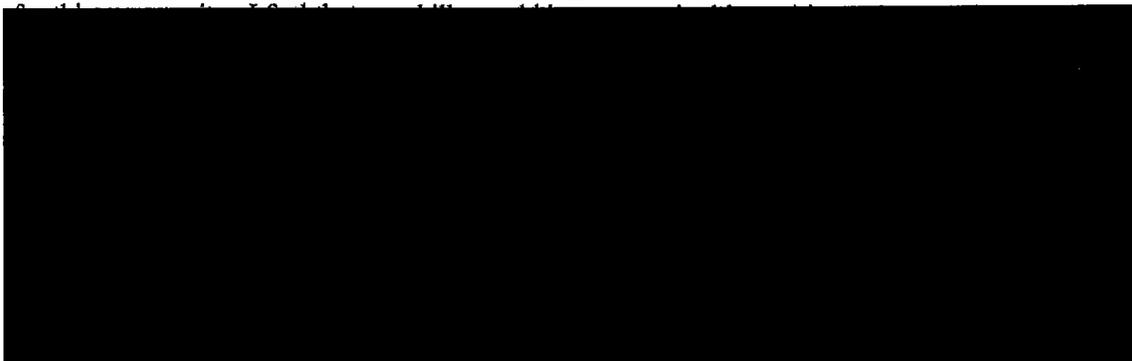
**Rachel Steading**

---

**From:** [REDACTED]  
**Sent:** Saturday, June 21, 2008 2:48 PM  
**To:** Rachel Steading  
**Subject:** Sales Marketing Manager  
**Attachments:** resume65108.rtf

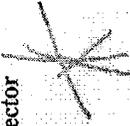
Dear Sirs:

I see your job posting for a Marketing Sales Manager on Craig's List and would like to apply



2008-02

**KXAN/KNVA continued:**

<p>Sales Marketing Director</p> 	<p><i>Denise Daniels</i></p>	<p>LEN Television has an immediate opening for a creative Sales Marketing Director. Responsibilities include the development of all aspects of sales promotions from conception through execution, working with the sales, promotions &amp; internet departments. Minimum 2 years experience, Microsoft offices skills and college degree required. EEO. Submit resume and cover letter to: <a href="mailto:Salesjobs@kxan.com">Salesjobs@kxan.com</a> or Sales Jobs, 908 W. MLK Blvd., Austin, TX 78701</p>
<p>News Reporter (Full-Time)</p>	<p><i>Michael Fabac</i></p>	<p>KXAN Austin News is accepting resumes for a full-time news reporter in its Hill Country bureau. Creative storytellers with at least two years of reporting experience are encouraged to apply. Duties include establishing and cultivating contacts, excellent writing and live reporting skills. Qualified candidates only should send a resume with cover letter, salary requirements, references and a non-returnable VHS/DVD to: KXAN Austin News Hill Country Reporter Opening 908 W. MLK Blvd. Austin, TX 78701</p>

## Position 3

3

**FULL-TIME VACANCY EEO INFORMATION - Form BP-03**

[Fill out for each full-time vacancy]

Job Title of Vacancy:

Local Sales Assistant - KXAN

Recruitment Source That Referred the Hiree:

KXAN.com

Date Vacancy Opened:

December 10, 2008

Date Vacancy Filled:

January 19, 2009

Total Number of Persons Interviewed for the Vacancy:

11

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Craig's List	www.craigslist.com	Jim Buckmaster	415-566-6394	4	no
KXAN.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	4	no
TheCWAustin.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	0	no
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880	0	no

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2009

INTERVIEWEE INFORMATION - Form BP-04

KYAN LOCAL  
SALES ASST.

Job Title of Vacancy:

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	KYAN.COM			
2	[REDACTED]	CRAIG'S LIST			
3	[REDACTED]	↓			
4	[REDACTED]	↓			
5	[REDACTED]	PERSONAL REF.			
6	[REDACTED]	KYAN.COM			
7	[REDACTED]	↓			
8	[REDACTED]	↓			
9	[REDACTED]	↓			
10	[REDACTED]	PERSONAL REF.			
11	[REDACTED]	CRAIG'S LIST			

Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

KXAN.com

2008-3

**Rachel Steading**

---

**From:** Rachel Steading  
**Sent:** Thursday, December 18, 2008 11:47 AM  
**To:** Chrysta Hudson  
**Subject:** Please post in our job openings

KXAN TV has an immediate opening for a Sales Assistant. Candidate must be proficient in Microsoft Office & have good phone skills. VCI & DART training a plus. Send resumes to [Salesjobs@kxan.com](mailto:Salesjobs@kxan.com). No phone calls please. EEO.

**Rachel Steading**  
*Business Administrator*  
**LIN Television Austin**  
**KXAN.KXAM.KNVA**  
908 W Martin Luther King Jr Blvd  
Austin, TX 78701  
(w) 512.703.5221  
(m) 512.417.3602  
[rachel.steading@kxan.com](mailto:rachel.steading@kxan.com)

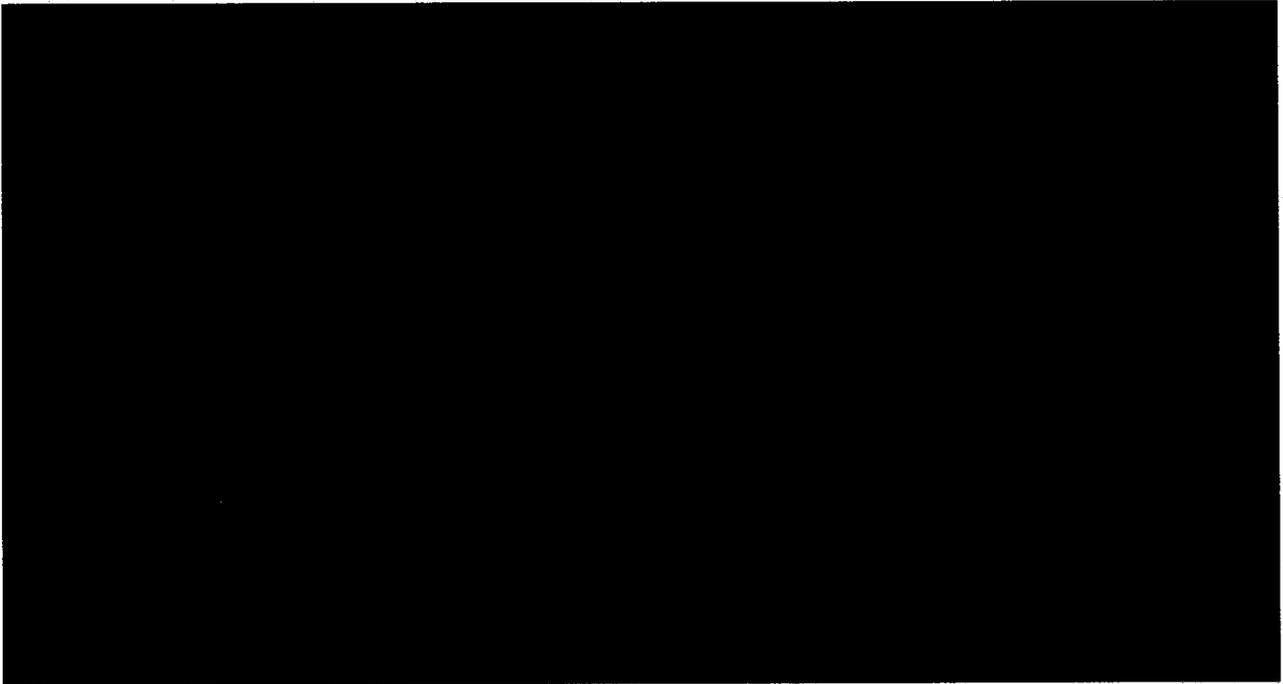
IMPORTANT: Privacy Notice -- This message and any accompanying documents are intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this transaction is strictly prohibited. If you received this communication in error, please notify the sender immediately and destroy the original transmission.

**- Rachel Steading**

---

**From:** [REDACTED]  
**Sent:** Monday, December 15, 2008 9:53 AM  
**To:** Steading, Rachel  
**Subject:** Open position

I am writing in regards to your Local Sales Assistant position I read on Craig's List. I believe I would be a great candidate for this position.



---

Helping your favorite cause is as easy as instant messaging. You IM, we give. [Learn more.](#)

## Position 4

FULL-TIME VACANCY EEO INFORMATION - Form BP-03

Fill out for each full-time vacancy

Job Title of Vacancy:

Commercial Producer

Recruitment Source That

Date Vacancy Opened:

2/18/08

Referred the Hire:

Refer to Com's list

Date Vacancy Filled:

4/16/08

Total Number of Persons Interviewed for the Vacancy:

5

Recruitment Sources Used to Fill the Vacancy

\* need the ad

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Chris's Best Agency	2122 51st. ORG	—	—	X 3	No
KXAN.com	908 W. MILK ST. BLVD. AUSTIN TX 78701	DAVID MONROE POSTED JOB	512-476-3036	0	No
<del>T.A.B.</del>	512 E. 11th St. Austin TX	Craig Bean	512-322-9944	0	No
CW Austin.com	908 W. MILK ST. AUSTIN TX 78701	See KXAN.COM		0	No
LEIN TV	Providence, RI 1011 Lynchhurst Falls			0	No
Le02 Communications	Knightsville, IN 27545	6EASME NEWELL		0	No

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: Commercial Producer

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Applied for Pennycuik & MUIR'S LIST			
2	[REDACTED]	CHAS LEWIS			
3	[REDACTED]	WORKED w/ ATSBILL LIBERT			
4	[REDACTED]	CRABBS LIST			
5	[REDACTED]	COLETT'S LIST WORKED w/ EVEL LINDGREN IN WISCONSIN REFERRED BY AP&L			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

**Andrew Minnick**

---

**From:** craigslist.org [noreply@craigslist.org]  
**Sent:** Friday, February 08, 2008 11:55 AM  
**To:** ProducerJobs  
**Subject:** POST/EDIT/DELETE : (tv/film/video/radio jobs) Commercial Producer/Editor

**IMPORTANT - YOU MUST TAKE FURTHER ACTION TO PUBLISH THIS POST !!!**

**CLICK ON THE WEB ADDRESS BELOW TO PUBLISH, EDIT, OR DELETE THIS POSTING.**

If your email program doesn't recognize the web address below as an active link, please copy and paste the following address into your web browser:

<https://post.craigslist.org/manage/567238113/sqfs9>

**PLEASE KEEP THIS EMAIL - you will need it to publish and manage your posting!**

Your posting will expire off the site 45 days after it was created.

Thanks for using craigslist!

This posting has expired from craigslist.

[Back to Craigslist](#) | [Return to my account page](#)

**Commercial Producer/Editor**

Experienced Avid editor needed to create broadcast commercials for our clients. Must be deadline driven, client friendly and creative.

KKAN-TV/The CW Austin

Commercial Producer Job

908 W. MLK Jr. Blvd.

Austin, TX 78701

- Location: Campus/Downtown Austin
- Compensation: Salary is commensurate with experience
- OK for recruiters to contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

**KXAN/KNVA-TV**  
 908 W. MLK Jr. Blvd  
 Austin, TX 78701

2008-04

Account Executive	Sales Manager	<p>KXAN Seeks an aggressive, highly motivated Account Executive with 3+ years experience in media sales to grow existing accounts list, with an emphasis of new business development, and website sales. The idea candidate should have excellent presentation and negotiation skills and demonstrate a successful track record of new and non-traditional business development. Microsoft office products, including PowerPoint skills a must. Knowledge of Matrix Plus, VCI, CMR, and One Domain is a plus. Please send resumes to:          KXAN/KNVA Sales resumes, 908 W. MLK Blvd, Austin, TX 78701. Or email to:  <a href="mailto:Salesjobs@kxan.com">Salesjobs@kxan.com</a> BOE</p>
Commercial Producer	Andrew Minnick	<p>Experienced A vid editor needed to create broadcast commercials for our clients. Must be deadline driven, client-friendly, and creative. Submit resume and cover letter to KXAN/The CW Austin, Commercial Producer Job, 908 W. MLK Blvd, Austin, TX 78701. BOE</p>
New Media Account Executive	Amy Harris	<p>LIN Television Corp. in Austin has an immediate opening for an Online Account Executive. Successful candidate will develop new internet revenue for kxan.com and thecwaustin.com. Candidate will prospect and present local retail advertisers with innovative and creative online advertising solutions. Candidates with online advertising experience and proven sales success preferred. For consideration please submit resume to: <a href="mailto:Salesjobs@kxan.com">Salesjobs@kxan.com</a>; LIN TV Austin, 908 W. MLK Jr. Blvd, Austin, TX 78701. EEO</p>

## Position 5



INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: Creative Services Producer - KXAN

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Gracemore II - 605	2	[REDACTED]	Orange List
2	[REDACTED]	KXAN.com	2	[REDACTED]	"
3	[REDACTED]	internal	4	[REDACTED]	"
4	[REDACTED]	internal	9	[REDACTED]	"
5	[REDACTED]	KXAN.com	10	[REDACTED]	"
2	[REDACTED]		11	[REDACTED]	"
2	[REDACTED]		12	[REDACTED]	"
2	[REDACTED]		13	[REDACTED]	"

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

2008 # 5

Creative Services Producer

Sub-Headline

Count 0/50

Short Headline

Count 0/100

Dateline

AUSTIN (KXAN)

Count 0/100

Street Address

City

State

Zip Code

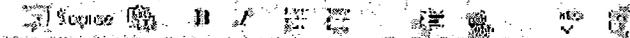
County

Country

Story Version

Version 1 - Fri Nov 21 4:24:09 CST 2008 Current - Chrysta Hudson

Abstract



Do you love news? Want to work in one of America's coolest cities?

Story Text

Decode this story



KXAN AUSTIN NEWS is looking for an energetic Creative Services Producer to complete a talented marketing team

You'll have the opportunity to produce an array of projects, from topical promos to station image campaigns, all while growing in an exciting, creative environment.

The ideal candidate will have at least 1 year experience writing, shooting and/or editing. Excellent communication skills are a must, handling pressure should be second nature. Must be able to work flexible hours when needed. College degree preferred. Avid experience a plus.

Please email resume, reel materials and writing samples to [marketingjobs@kxan.com](mailto:marketingjobs@kxan.com)

KXAN.com



Sign In Newsletters About Us

Site Web Search

News Weather Traffic Sports Video Community Participate Contests

Home / Local Guide / Work for Us :



KXAN Brand Manager  
900 W. MLK Jr. Blvd  
Austin, Texas 78701-1018

No phone calls please / EEO

News Headlines

Possible freezing rain for Central TX  
Obama names energy team, vows new tack  
Austin prepares for wintry blast  
Sunset Commission deciding TYC's fate  
Illinois governor's removal speculated

Creative Services Producer

Last Edited: Wednesday, 03 Dec 2008, 5:41 PM CST  
Created On: Friday, 21 Nov 2008, 5:24 PM CST

AUSTIN (KXAN) - KXAN AUSTIN NEWS is looking for an energetic Creative Services Producer to complete a talented marketing team:

You'll have the opportunity to produce an array of projects, from topical promos to station image campaigns, all while growing in an exciting, creative environment.

The ideal candidate will have at least 1 year experience writing, shooting and/or editing. Excellent communication skills are a must, handling pressure should be second nature. Must be able to work flexible hours when needed. College degree preferred. Avid experience a plus.

Please email resume, reel materials and writing samples to: [marketingjobs@kxan.com](mailto:marketingjobs@kxan.com)

Or mail materials to\*

Iran reporter throws shoes at Bush  
Bridges family voices replacement pick  
Controversial development up for vote  
AustinHealth: Hormones and cancer risk  
Woman's cancer battle enlightens her

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Bookmark This Print This View Story on a Single Page

Advertisement



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Design for your business  
local firm with national experience  
advertising, print, web, and more  
[www.mcleodcreative.com](http://www.mcleodcreative.com)

Social Media Marketing  
Reach Bloggers, Podcasters & More  
With Vocus Social Media PR.  
[www.vocus.com/socialmedia](http://www.vocus.com/socialmedia)

Pixel Creative Group, Inc  
Creating Advantage  
Branding, Identity, Strategy.  
[www.pixelcreative.com](http://www.pixelcreative.com)

Why Does Direct Mail Work  
If You Do Direct Mail, Read This  
Free Report. See How We Can Help!  
[www.CDMGInc.com/Direct-Mail](http://www.CDMGInc.com/Direct-Mail)

Advertisement



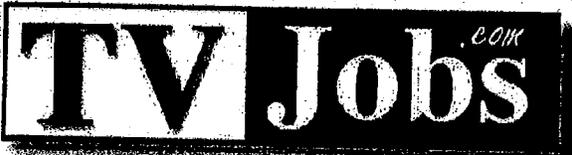
click here

News Weather Traffic Sports Video Community Participate Contests

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## Job Listing Preview



Broadcast Employment Services

### KXAN, Austin, Texas

**Position** Creative Services Producer/Editor  
**Reference #** Will be assigned when submission is completed ...  
**Type** Television  
**Full / Part** Full Time - Regular - 40 Hours Per Week  
**Experience** 1 Year  
**Posted** 12/2/2008  
**Closes** 1/2/2009  
**Time Left** 31 Days  
**DMA** #49  
**Found In** Promotion Producer  
 Promotion Producer / Videographer  
 Promotion - Producer / Director / Editor



### Creative Services Producer/Editor

Creative Services Producer  
 KXAN / LIN Television - Austin, Texas

Do you love news? Want to work in one of America's coolest cities?

KXAN AUSTIN NEWS is looking for an energetic Creative Services Producer to complete a talented marketing team. You'll have the opportunity to produce an array of projects, from topical promos to station image campaigns, all while growing in an exciting, creative environment.

The ideal candidate will have at least 1 year experience writing, shooting and/or editing. Excellent communication skills are a must, handling pressure should be second nature. Must be able to work flexible hours when needed. College degree preferred. Avid experience a plus.



### Supplemental Information

**Salary Type** Hourly  
**Salary Range**  
**Starting Salary / Year**  
**Starting Salary / Hour**  
**Job Type** Full Time - Regular  
**Hours**  
**Workweek** Monday to Friday  
**Scheduled on Holidays**  
**Start Date** January 1, 2009  
**Probation Period**  
**Benefits** Yes  
**Benefit Premium**  
**401K Plan** Available  
**Vacation** Yes  
**Paid Sick Leave** Yes  
**Phone Calls** Absolutely Not  
**Agent Phone Calls** No  
**Résumé** Required  
**Cover Letter**  
**References**  
**Salary History**  
**Tape / Reel** Preferred  
**Tape Format**  
**Tape Return**  
**Director's Track**

Please email resume, reel materials and writing samples to marketingjobs@kxan.com.

Or mail materials to:

KXAN Brand Manager  
908 W. MLK Jr. Blvd.  
Austin, Texas 78701-1018

No phone calls please / EEO

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2008

 Send Resume

Annual E-Resumé subscription or DigitalTalent resumé required.

[\[ View other KXAN job listings \]](#)

FAX Résumé No  
TVJobs.com E-Resumé Yes

Degree Required  
Contract Required  
Contract Length  
Special Requirements  
Driver's License  
Insurance  
Good Driving Record  
Heavy Lifting

Previous Applicants  
Local Apartment Rental  
Moving Expenses

Union Position  
Union Contract Expires

Confirmation Letter  
Rejection Letter  
Feedback  
Drug Screen  
Proof of Eligibility to work in U.S. Required  
Equal Opportunity Employment Yes  
EOE Data Form Yes

■ **Additional KXAN Information**

- Station Address
- Station Information
- Station Profile
- Station Website



Post  
Jobs



"Creative Services Producer/Editor"  
position has been submitted to a temporary holding area.

Upon approval by a TVJobs.com Administrator, the job will be placed  
on-line, and you will receive notification via e-mail.

You can...

- Submit another job to the temporary holding area.
- Update KXAN's listing in the Master Station Index.
- Look through available resumes.
- Submit Interview Tips.
- Return to Main Page of TVJobs.com.

Note! If you do not have an account with TVJobs.com and wish to confirm your job is on-line,  
login as a "Guest" in the Job Bank area and check the listings for

**Creative Services Producer/Editor TVJ#34103599.**

Pay particular attention to the Control Number, as this number is unique to the job you posted.  
Please be patient ... this job will not be placed on-line automatically. It will be reviewed first by a  
TVJobs.com Administrator before being added to the database. Thank you!

Would you like to be able to submit jobs directly to the database? Are you a Station Manager,  
Human Resources Manager, News Director, Production Manager, Chief Engineer or the person  
tasked with posting jobs for your station?? Become a registered employer today, and post jobs  
24 hours a day! It's free and easy!

© 1994-2008 Broadcast Employment Services. All rights reserved. Your privacy is important to us.  
[Home](#) | [Station Index](#) | [USA Talent](#) | [Salaries](#) | [Job Bank](#) | [E-Resumes](#) | [Digital Talent](#) | [E-Mail](#)

[austin craigslist > tv video radio jobs](#)

[email this posting to a friend](#)

Avoid scams and fraud by dealing locally! Beware any deal involving Western Union, Moneygram, wire transfer, cashier check, money order, shipping, escrow, or any promise of transaction protection/certification/guarantee. [More info](#)

please flag with care:  
[miscategorized](#)  
[prohibited](#)  
[spam/overpost](#)  
[best of craigslist](#)

## Creative Services Producer (Austin, TX)

Reply to: [marketingjobs@kxan.com](mailto:marketingjobs@kxan.com) <sup>m</sup>  
Date: 2008-12-03, 6:22PM CST

KXAN / LIN Television – Austin, Texas

Do you love news? Want to work in one of America's coolest cities? KXAN AUSTIN NEWS is looking for an energetic Creative Services Producer to complete a talented marketing team.

You'll have the opportunity to produce an array of projects, from topical promos to station image campaigns, all while growing in an exciting, creative environment.

The ideal candidate will have at least 1 year experience writing, shooting and/or editing.

Excellent communication skills are a must, handling pressure should be second nature.

Must be able to work flexible hours when needed. College degree preferred. Avid experience a plus. Please email resume, reel materials and writing samples to [marketingjobs@kxan.com](mailto:marketingjobs@kxan.com).

Or mail materials to:

KXAN Brand Manager

908 W. MLK Jr. Blvd.

Austin, Texas 78701-1018

No phone calls please / EEO

- Location: Austin, TX
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

PostingID: 943999501

Copyright © 2008 craigslist, inc. [terms of use](#) [privacy policy](#) [feedback forum](#)

**Ben Cecil**

---

**From:** Ben Cecil  
**Sent:** Tuesday, December 02, 2008 3:19 PM  
**To:** 'gnewell@602communications.com'  
**Subject:** JOB POSTING - KXAN-TV  
**Importance:** High

Let me know if there's anything more I need to do to get this on the next email blast. Thanks!!  
Say "what-up" to Graeme for me!

Creative Services Producer  
KXAN / LIN Television – Austin, Texas

Do you love news? Want to work in one of America's coolest cities?  
KXAN AUSTIN NEWS is looking for an energetic Creative Services Producer to complete a talented marketing team.

You'll have the opportunity to produce an array of projects, from topical promos to station image campaigns, all while growing in an exciting, creative environment.

The ideal candidate will have at least 1 year experience writing, shooting and/or editing.  
Excellent communication skills are a must, handling pressure should be second nature.  
Must be able to work flexible hours when needed. College degree preferred. Avid experience a plus.

Please email resume, reel materials and writing samples to [marketingjobs@kxan.com](mailto:marketingjobs@kxan.com).

Or mail materials to:

KXAN Brand Manager  
908 W. MLK Jr. Blvd.  
Austin, Texas 78701-1018

No phone calls please / EEO

---

**Ben Cecil**

12/2/2008

## Position 6

# FULL-TIME VACANCY EEO INFORMATION - Form BP-03

[Fill out for each full-time vacancy]

Job Title of Vacancy: \_\_\_\_\_

Digital Executive Producer

Recruitment Source That Referred the Hire: \_\_\_\_\_

staff referral

Date Vacancy Opened: \_\_\_\_\_

December 10, 2008

Total Number of Persons Interviewed for the Vacancy: \_\_\_\_\_

10

Date Vacancy Filled: \_\_\_\_\_

January 12, 2009

6

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Craig's List	www.craigslist.com	Jim Buckmaster	415-566-6394	2	no
KXAN	908 W., MLK Blvd Austin, TX 78701	Rachel Steading	512-476-3636	7	no
The CW Austin	908 W., MLK Blvd Austin, TX 78701	Rachel Steading	512-476-3636	0	no
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880	0	no
TVJobs	P.O. Box 411, Oceanside, CA 92052	www.tvjobs.com	800-374-0119	0	no
RTNDA	1600 K Street, Ste 700, Washington, DC 20006	Kathleen Graham		0	no
NABJ	1100 Knight Hall, Ste 3100 College Park, Maryland 20742	Renee Tross		0	no
TAB	502 E. 11 <sup>th</sup> Street, Ste 200, Austin, TX 78701	Craig Bean	512-322-9944	0	no

**INTERVIEWEE INFORMATION - Form BP-04**

Job Title of Vacancy: Digital Executive Producer

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	www.kxan.com	12		
2	[REDACTED]	www.austin.craigslist.org	13		
3	[REDACTED]	www.austin.craigslist.org	14		
4	[REDACTED]	www.kxan.com	15		
5	[REDACTED]	www.tab.org	16		
6	[REDACTED]		17		
7	[REDACTED]	Referred by NOT STAFF KXAN Staff	18		
8	[REDACTED]		19		
9	[REDACTED]	www.kxan.com	20		
10	[REDACTED]	KXAN Staff	21		
11	[REDACTED]		22		

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*



**Blanket Ad Request Form**

**Position:** Digital Executive Producer  
**Department:** News  
**Requested by:** Michael Fabac  
**Where to run:** kxan.com  
Statesman.com  
Texas Association of Broadcasters  
RTNDA.ORG  
NABJ.ORG  
NAHJ.ORG

**To read as follows:**

KXAN Austin News is now accepting résumés for a FT Digital Executive Producer.

The position will be responsible for news content oversight of KXAN's digital platforms. EP will also be responsible for developing & coordinating coverage to complement KXAN's broadcast coverage.

Journalism degree with broadcast, print and management experience is preferred.

Qualified candidates only should send a résumé with cover letter, salary requirements, references and non-returnable examples of their work to:

KXAN TV  
Digital EP Opening  
908 West MLK Blvd  
Austin, TX 78701

[NewsJobs@kxan.com](mailto:NewsJobs@kxan.com)

No phone calls please  
EEO

**Approved by:** Michael Fabac

**Date:** 12-10-08

**VanRandwyk, Suzanne**

TAB.org

**From:** no-reply@tab.org  
**Sent:** Thursday, January 03, 2008 3:30 PM  
**To:** VanRandwyk, Suzanne  
**Subject:** Job posted

Thank you for posting a job opening in the Texas Association of Broadcasters' Job Bank.

Visit the [TAB Job Bank](#) to:

- print a copy of the job opening for your EEO files
- Manage your job postings
- Search available candidates

Questions? Contact [Craig Bean](#) or call (512) 322-9944

Texas Association of Broadcasters

502 E. 11th St., Ste. 200, Austin, TX, 78701

Ph: (512) 322-9944

Fax: (512) 322-0522

5/4/2010

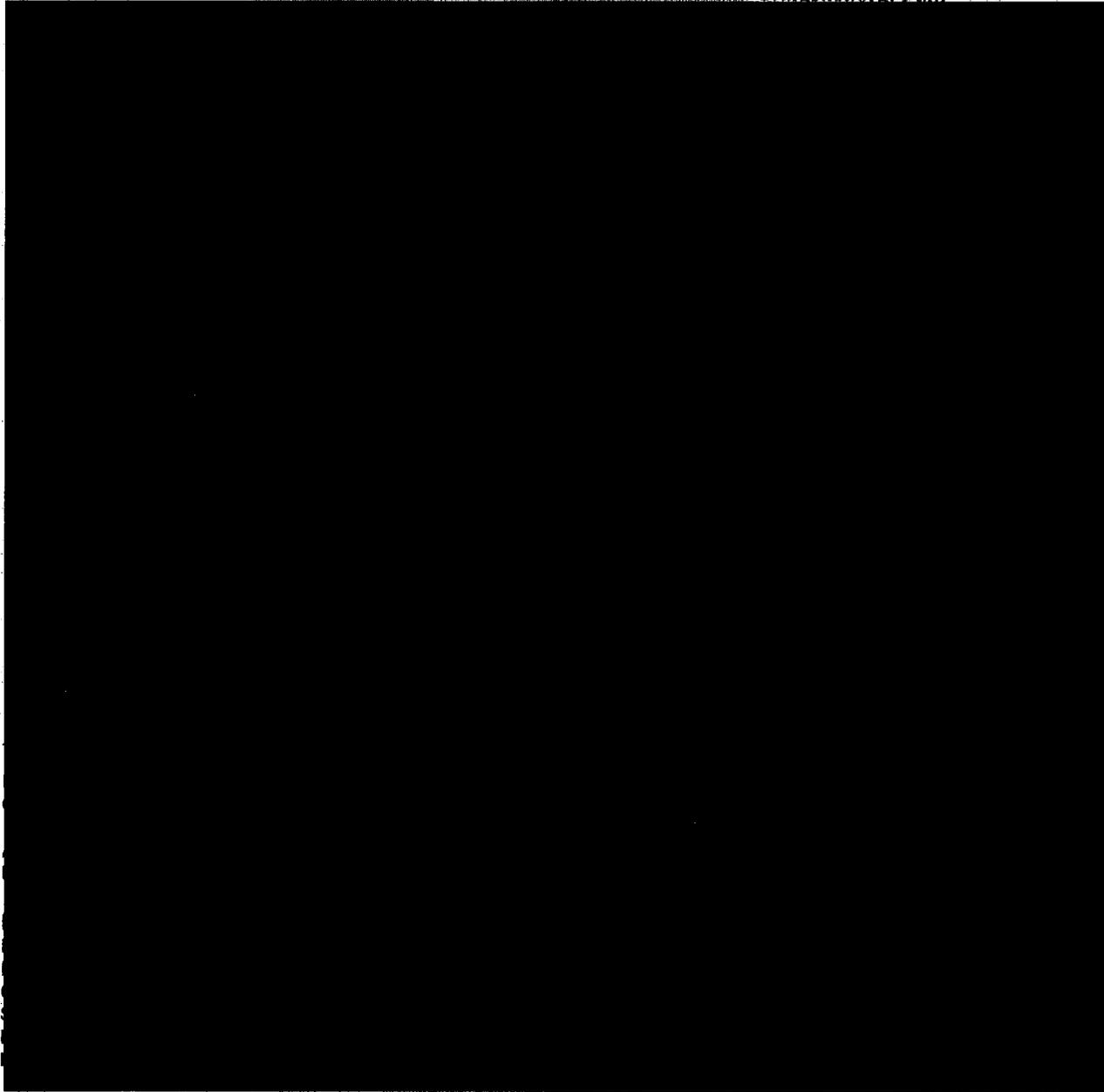
2008-#6

VanRandwyk, Suzanne

From: [REDACTED]  
Sent: Wednesday, December 17, 2008 2:00 PM  
To: NewsJobs  
Subject: Digital Executive Producer  
Attachments: [REDACTED]

Hello,

My name is [REDACTED]. I saw your posting for the **Digital Executive Producer** position on the Texas Association of Broadcasters website, and Craigslist.org. I am



2008-#6

VanRandwyk, Suzanne

From: [REDACTED]  
Sent: Wednesday, December 17, 2008 8:45 AM  
To: NewsJobs  
Subject: Digital Executive Producer

December 17, 2008

Human Resources Director  
KXAN TV

Good morning;

I'm writing in response to your website posting and am applying for the position of Digital Executive Producer.

2008-#6

Headline Count 0/100  
 Digital Executive Producer  
 Sub-Headline Count 0/50  
 KXAN Austin News is looking for this FT position  
 Short Headline Count 0/40  
 Digital Executive Producer  
 Dateline Count 0/40  
 AUSTIN (KXAN)  
 Street Address

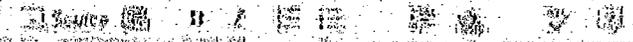
City State Zip Code

County Country

**Story Versions**

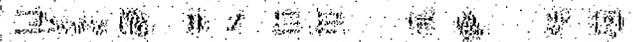
Version 1 - Mon Dec 15 15:07:08 CST 2008: Current - Chrysta Hudson

**Abstract**



KXAN Austin News is now accepting resumes for a full-time Digital Executive Producer.

**Story Text**



KXAN Austin News is now accepting resumes for a full-time Digital Executive Producer

The position will be responsible for news content oversight of KXAN's digital platforms. EP will also be responsible for developing and coordinating coverage to complement KXAN's broadcast coverage.

Journalism degree with broadcast, print and management experience is preferred.

Qualified candidates only should send a resume with cover letter, salary requirements, references and non-returnable examples of their work to:

**VanRandwyk, Suzanne**

**From:** craigslist.org [noreply@craigslist.org]  
**Sent:** Monday, December 15, 2008 4:07 PM  
**To:** VanRandwyk, Suzanne  
**Subject:** Your craigslist posting "Digital Executive Producer"  
Confirmation for Posting ID# 959211611

*Craigslist.com*

**Your Credit Card payment has been accepted.**

**Your payment confirmation number is:** 5101259  
Please print this page for your records.

Posting ID: 959211611 Date: 2008-12-15

**Receipt to:**

Michael Fabac  
908 West Martin Luther King Jr Blvd  
Austin, TX 78701

**Paid to:**

Craigslist  
Accounts Receivable  
PO Box 225159  
San Francisco, CA 94122-5159  
Tel: 415-566-6394  
Fax: 415-504-6394  
[billing@craigslist.org](mailto:billing@craigslist.org)

**Qty: 1 austin jobs posting -- Total: 25.00**

Your ad, titled "Digital Executive Producer," has been posted as follows:

<http://austin.craigslist.org/tfr/959211611.html> (tv/film/video/radio jobs)

Posts will appear in the list of postings and in search results in about 15 minutes.

If you have trouble finding your ad, please check our help page:

[http://www.craigslist.org/about/help/how\\_to\\_find\\_your\\_post\\_in\\_the\\_listings](http://www.craigslist.org/about/help/how_to_find_your_post_in_the_listings)

You can edit or delete your ads via the following links:

<https://post.craigslist.org/manage/959211611/9gpmw>

Please keep this email handy, and delete your ads when you are done with them.

For your protection please check our list of common scams:

<http://www.craigslist.org/about/scams.html>

Thanks for using craigslist!

5/4/2010

**VanRandwyk, Suzanne**

**From:** RTNDA [rtnda@rtnda.org]

**Sent:** Monday, December 15, 2008 2:39 PM

**To:** VanRandwyk, Suzanne

**Subject:** Your Job Posting entitled 'Digital Executive Producer' was received by RTNDA!

x

Dear Suzanne,

Your job posting entitled Digital Executive Producer was received and queued for review. The posting should be reviewed within 1-2 business days. You will receive a confirmation email once your listing is posted.

Thank you,  
RTNDA

RTNDA - Radio-Television News Directors Association

***PLEASE NOTE OUR NEW ADDRESSES!***

**Mailing Address:** RTNDA/RTNDF 4121 Plank Road, #512, Fredericksburg, VA 22407

**HQ Address:** 1025 F Street NW, 7th Floor, Washington, DC 20004

(P) 800.80.RTNDA

(F) 202.223.4007

[RTNDA.org](http://RTNDA.org)

**VanRandwyk, Suzanne**

**From:** NABJobs Online [system@jobcontrolcenter.com]  
**Sent:** Saturday, January 10, 2009 3:30 AM  
**To:** VanRandwyk, Suzanne  
**Subject:** NABJobs Online Job Posting Status



Thank you for using NABJobs Online.

Listed below are the job posting(s) that have recently expired or are scheduled to expire this week.

Job Title	ID	Closed / Closing
1. <u>Digital Executive Producer</u> (Austin, TX USA)	3047370	Wednesday, 01-07-2009
2. <u>Part-Time Traffic Reporter – AM News</u> (Austin, TX USA)	3053761	Wednesday, 01-07-2009
3. <u>Full-time Multi-Platform Bureau Reporter</u> (Austin - Hill Country Bureau, TX USA)	3047378	Wednesday, 01-14-2009

To renew a Job Ad, you must copy the current or expired Job Ad.

**To copy a CURRENT Job Ad:**

1. Login to your company account at <http://careerservices.nabj.org/hr/>.
2. Click on "Active Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

The original job ad will expire as scheduled and the new copy will remain on the site for a full posting cycle.

**To copy an EXPIRED Job Ad:**

1. Login to your company account at <http://careerservices.nabj.org/hr/>
2. Click on "Inactive Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

This is a system-generated message. Please do not reply.

**NABJobs Online**  
<http://careerservices.nabj.org>

318510/376807

5/4/2010

VanRandwyk, Suzanne

2008-#6

From: media-match (Info@media-match.com)

Sent: Monday, December 15, 2008 3:49 PM

To: NewsJobs

Subject: Digital Executive Producer

**media-match**

The TV & Film industry's central point for freelancers and employers

**Individuals Companies Jobs Board Message Board Home Testimonials**

Dear KXAN Austin News,

media-match is a membership website for US film and tv professionals with over 20,000 registered members.

We would like to include your vacancy on our jobs board. media-match is not an agency and there is NO charge at all for this service.

Applicants will contact you in whatever your preferred method was as stated in your ad. We maintain complete confidentiality of your information.

Three unique benefits to media-match.com are:

1. It is COMPLETELY FREE to post jobs and search our database.
2. Job alerts are emailed ONLY to candidates that match your criteria. I.e. avid editor/reality tv/southern california.
3. You receive pertinent resumes only--quality over mere quantity.

If you do not wish for the posting to appear, please click the link below to archive the job or contact us directly by email.

With best wishes,  
The media-match team

\*\* You can search the database or post positions at any time using your existing login and password:

Your login is : NewsJobs@kxan.com

Your password is : 379775

You may cancel this job vacancy at any time using the link below :

[http://www.media-match.com/canceljob.php?job\\_uid=19011485&au=932847&ah=61ede318&ux=1231969735](http://www.media-match.com/canceljob.php?job_uid=19011485&au=932847&ah=61ede318&ux=1231969735)

Mon 15 Dec 2008 13:48 PST ©2000-2008 Media Match US Ltd



**Registered Employer Area**  
KXAN (NBC), Austin, TX

[Admin Area](#) | [Search E-Résumés](#) | [My Account](#)

## Job Summary for 2008

This information was compiled for KXAN (NBC), Austin, TX during the 2008 calendar year by:

**Broadcast Employment Services**  
- on the web at <http://www.tvjobs.com> -

Creative Services Producer/Editor	1
Full-time Multi-Platform Journalist	1
Full-time News Anchor/Reporter	1
Full-time News Producer	1
Full-time Weekend Weather Anchor	1

- KXAN (NBC), Austin, TX posted 5 job listings in 2008 -



Print this page

Job Title	Posted On	Expired On	On-line # Days	Viewed # Times
Creative Services Producer/Editor	12/2/2008	1/2/2009	32	147
Full-time Weekend Weather Anchor	8/7/2008	9/7/2008	32	397
Full-time Multi-Platform Journalist	8/7/2008	9/7/2008	32	155
Full-time News Anchor/Reporter	1/23/2008	2/23/2008	32	790
Full-time News Producer	1/3/2008	3/3/2008	60	81

[◀ Back to Admin Area](#)

Select a different year: 2010

**KXAN/KXNA-TV**  
 908 W. MLK Jr Blvd.  
 Austin, TX 78701

\* 2008-06

<p><b>Multi Platform Journalist</b></p>	<p><i>Michael Fabac</i></p>	<p>KXAN Austin News is now accepting resumes for a FT multi-platform bureau reporter. The position will originate from our Hill Country bureau and be responsible for field shooting/producing/publishing content for our TV and digital platforms. Journalism degree with broadcast &amp; print experience is preferred. Qualified candidates only should send a resume with cover letter, salary requirements, references and non-returnable examples of their work to: KXAN TV, Hill Country Opening, 908 West MLK Blvd, Austin, TX 78701. NewsJobs@kxan.com. No phone calls please. EEO</p>
<p><b>Digital Executive Producer</b></p>	<p><i>Michael Fabac</i></p>	<p>KXAN Austin News is now accepting resumes for a FT Digital Executive Producer. The position will be responsible for news content oversight of KXAN's digital platforms. EP will also be responsible for developing &amp; coordinating coverage to complement KXAN's broadcast coverage. Journalism degree with broadcast, print and management experience is preferred. Qualified candidates only should send a resume with cover letter, salary requirements, references and non-returnable examples of their work to: KXAN TV, Digital EP Opening, 908 West MLK Blvd, Austin, TX 78701. NewsJobs@kxan.com. No phone calls please. EEO</p>

## Position 7

**FULL-TIME VACANCY EEO INFORMATION - Form BP-03**

[Fill out for each full-time vacancy]

⑦⑧

Job Title of Vacancy:

Internet News Producer - 2 positions

Recruitment Source That Referred the Hire:

KXAN.com

Date Vacancy Opened:

June 24, 2008

Date Vacancy Filled:

August 14, 2008

Total Number of Persons Interviewed for the Vacancy:

12

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
LinkedIn	www.linkedin.com	Jobs Directory		2	NO
	http://www.craigslist.com				
Craig's List	908 W., MLK Blvd. Austin, TX 78701	Jim Buckmaster	415-566-6394	4	NO
KXAN.com	908 W., MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	5	NO
TheCW/Austin.com	908 W., MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636		NO
LN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880		NO
Lost Remote	www.lostremote.com	Steve Safon			NO
Media Bistro	www.mediabistro.com				NO
Austin American Statesman	305 S. Congress Ave. Austin, Tex	Mike Vivio		1	NO

**INTERVIEWEE INFORMATION - Form BP-04**

**Job Title of Vacancy:** Internet News Producer (2 positions)

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Craig's List	12	Katherine Kniegg	unknown
2	[REDACTED]	Craig's List			
3	[REDACTED]	Craig's List			
4	[REDACTED]	KXXAN.com			
5	[REDACTED]	KXXAN.com			
6	[REDACTED]	KXXAN.com			
7	[REDACTED]	Craig's List			
8	[REDACTED]	Linked In			
9	[REDACTED]	Statesman (Career Builder)			
10	[REDACTED]	KXXAN.com			
11	[REDACTED]	internal candidate			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

**Rachel Steading**

---

**From:** Julian Cantu  
**Sent:** Friday, July 18, 2008 3:15 PM  
**To:** Rachel Steading  
**Subject:** Ads/Receipts for Web Producer position  
**Attachments:** Receipt for LinkedIn Purchase Web Producer.pdf; Lost Remote - Receipt.pdf; Receipt = MediaBistro \$279.00.pdf

These are the sites the job was posted on:

On Kxan.com [http://www.kxan.com/Global/story.asp?S=142968&nav=menu73\\_1\\_3](http://www.kxan.com/Global/story.asp?S=142968&nav=menu73_1_3)  
On Craigslist.com <http://austin.craigslist.org/wri/731206049.html>  
On lostremote.com <http://jobs.lostremote.com/job/32c8f8ab0d57a5ae037b5164465f1e01/?d=1>  
On LinkedIn.com <http://www.linkedin.com/jobs?viewJob=&jobId=563711&fromSearch=0&sik=1216410042622>  
On Media Bistro.com <http://www.mediabistro.com/joblistings/Default.asp?jbrm=False&page=1&plen=50>  
On careerbuilder.com It is past 30 days and I can't view link to posting.

**\*\*Note, some of the sites are free and do not have receipts.\*\***

**Julian**

---

Julian A. Cantu  
Assistant - New Media Director  
LIN Television Austin  
KXAN.KXAM.KNVA  
908 W Martin Luther King Jr. Boulevard  
Austin, Texas 78701  
512.476.3636 (Main)  
512.703.5251 (Direct)  
512.633.1478 (Cellular)  
Julian.Cantu@kxan.com



New office building to change skyline

[kxan.com](http://kxan.com) - Top Stories

alt="kxan.com - Top Stories">

**IMPORTANT: Privacy Notice** -- This message and any accompanying documents are intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this transaction is strictly prohibited. If you received this communication in error, please notify the sender immediately and destroy the original transmission.



## Job Listing Confirmation

### Your Job Has Been Posted

"New Media Journalist/Webdesk Editor at LIN Interactive" has been posted on June 24, 2008. It will be available until July 24, 2008.

- [View job status and applications](#)
- [Find candidates](#)
- [Distribute this job to your network](#)

All applications for this job will be sent to the following email address:  
[charliedray@gmail.com](mailto:charliedray@gmail.com)

---

### Listing Summary

**Job:** New Media  
Journalist/Webdesk Editor at LIN  
Interactive  
**Job ID:** 563711

**Order:** 5790673  
**Product:** 30 day Job Listing  
**Order date:** June 24, 2008  
**Payment method:** Credit Card  
**Sale transaction:** 1233483  
**State:** Paid

**Billing**  
**Information:**  
Charlie Ray  
Lin Television  
908 W. MLK Jr.  
Blvd  
Austin, tx 78701  
United States  
512.476.3636

**Total price:** \$195.00

**Posted by**



**Charlie Ray**  
New Media  
Director  
(Hiring Manager)

**Charlie is  
recommended**



**3  
recommendations**

**Description**

**New Media Journalist/Webdesk Editor**

Applicants must be innovative, reader-focused and full of creativity. Daily newspaper and online experience in design and editing, along with a track record of accurate work, is a big plus.

Check out [www.lintv.com](http://www.lintv.com) or [www.kxan.com](http://www.kxan.com) to find out about the company and its benefits.

**Position will:**

- Ensure accurate and engaging copy
- Produce online graphics
- Edit video
  
- Degree in journalism preferred
- Daily newspaper or news site experience required
- Portfolio of live, working Web samples and/or print pages
- Proficiency in Adobe Photoshop, Illustrator and InDesign
- HTML, CSS, Flash and other relevant technology skills a big plus
- Written and verbal communication skills
- Understanding of design for content management systems, usability and accessibility practice and customer focus are essential

**Contact Information**

**Show profile info: Yes**

**Name: Charlie Ray**

**Profile description: New Media Director**

**My role: Hiring Manager**

**Contact email for this listing: [charliedray@gmail.com](mailto:charliedray@gmail.com)**

---

© 2007, LinkedIn Corporation

Job Information

---

Title: New Media Journalist/Wedbdesk Editor  
Company: LIN Interactive  
Location: Austin, TX  
Date Posted: Jun 24, 2008  
Posting Duration: 30 days

Payment Information

---

Job posting(s) to Lost Remote  
New Media Journalist/Wedbdesk Editor  
Posting Fee \$0.00  
Total: \$0.00

Payment Method: N/A

Copyright 2005-2008 JobThread, Inc.

From: Liana Kim | mediabistro.com [mailto:job.info@mediabistro.com]  
Sent: Tuesday, June 24, 2008 3:02 PM  
To: Charlie Ray  
Subject: Your job is successfully posted on mediabistro.com

Dear Charlie,

Hello. Thank you for posting a job on mediabistro.com! I'm confident you'll get a good response to your posting for New Media Journalist/Webdesk Editor. This job will remain active on our site for 30 days, but you can edit it or take it down at any time.

To view your job:  
<http://www.mediabistro.com/joblistings/jobview.asp?joid=79530>

To print a receipt, edit or delete your job:  
<http://www.mediabistro.com/employers/account.asp>

Want your posting to get EXTRA attention? You can feature your job for an additional \$299 per day. Featured jobs get a full day of premium placement:

- on mediabistro.com's Homepage
- in the Daily Media News Feed - our daily news digest emailed to more than 125,000 subscribers
- at the top of the Job Listings page

If you decide to post more jobs, we offer great discount plans starting at just 3 jobs that can save you up to 46% off each posting!  
To learn more click here:  
<http://www.mediabistro.com/employers>

If you have any questions or need assistance, please call me direct at (212) 547-7914, toll free at (888) 589-1963, or simply reply to this email.

Good luck and have a great day!

Liana Kim  
Account Management Associate

\*\*\*\*\*

Purchase date: 6/24/2008  
Description: Single Job Ad on mediabistro.com  
Job Title: New Media Journalist/Webdesk Editor  
Credit Card: \*\*\*\*\* 2745  
Total charge: \$279.00

\*\*\*\*\*

**New Media Journalist/Webdesk Editor at LIN Interactive**

The job you're looking for is no longer active.

Looking for something else? Search open jobs.

## Position 8

# FULL-TIME VACANCY EEO INFORMATION - Form BP-03

[Fill out for each full-time vacancy]

(7) (8)

Job Title of Vacancy: \_\_\_\_\_

Internet News Producer - 2 positions

Recruitment Source That Referred the Hire: \_\_\_\_\_

KXAN.com

Date Vacancy Opened: \_\_\_\_\_

June 24, 2008

Total Number of Persons Interviewed for the Vacancy: \_\_\_\_\_

Date Vacancy Filled: \_\_\_\_\_

August 14, 2008

12

### Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
LinkedIn	www.linkedin.com	Jobs Directory		2	NO
	http://www.craigslist.com				
Craig's List	908 W., MLK Blvd Austin, TX 78701	Jim Buckmaster	415-566-6394	4	NO
KXAN.com	908 W., MLK Blvd Austin, TX 78701	Rachel Steading	512-476-3636	5	NO
TheCW Austin.com	908 W., MLK Blvd Austin, TX 78701	Rachel Steading	512-476-3636		NO
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880		NO
Lost Remote	www.lostremote.com	Steve Safron			NO
Media Bistro	www.mediabistro.com				NO
Austin American Statesman	305 S. Congress Ave. Austin, Tex	Mike Virio		1	NO

**INTERVIEWEE INFORMATION - Form BP-04**

**Job Title of Vacancy:** Internet News Producer (2 positions)

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Craig's List	12	Katherine Kniepp	unknown
2	[REDACTED]	Craig's List			
3	[REDACTED]	Craig's List			
4	[REDACTED]	KXAN.com			
5	[REDACTED]	KXAN.com			
6	[REDACTED]	KXAN.com			
7	[REDACTED]	Craig's List			
8	[REDACTED]	Linked In			
9	[REDACTED]	Statesman (Career Builder)			
10	[REDACTED]	KXAN.com			
11	[REDACTED]	internal candidate			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

**Rachel Steading**

---

**From:** Julian Cantu  
**Sent:** Friday, July 18, 2008 3:15 PM  
**To:** Rachel Steading  
**Subject:** Ads/Receipts for Web Producer position  
**Attachments:** Receipt for LinkedIn Purchase Web Producer.pdf; Lost Remote - Receipt.pdf; Receipt = MediaBistro \$279.00.pdf

These are the sites the job was posted on:

On Kxan.com [http://www.kxan.com/Global/story.asp?S=142968&nav=menu73\\_1\\_3](http://www.kxan.com/Global/story.asp?S=142968&nav=menu73_1_3)  
On Craigslist.com <http://austin.craigslist.org/wri/731206049.html>  
On lostremote.com <http://jobs.lostremote.com/job/32c8f6ab0d57a5ae037b5164465f1e01/?d=1>  
On LinkedIn.com <http://www.linkedin.com/jobs?viewJob=&jobId=563711&fromSearch=0&sk=1216410042622>  
On Media Bistro.com <http://www.mediabistro.com/joblistings/Default.asp?|brm=False&page=1&plen=50>  
On careerbuilder.com It is past 30 days and I can't view link to posting.

**\*\*Note, some of the sites are free and do not have receipts.\*\***

**Julian**

---

Julian A. Cantu  
Assistant - New Media Director  
LIN Television Austin  
KXAN.KXAM.KNVA  
908 W Martin Luther King Jr. Boulevard  
Austin, Texas 78701  
512.476.3636 (Main)  
512.703.5251 (Direct)  
512.633.1478 (Cellular)  
Julian.Cantu@kxan.com



New office building to change skyline

[kxan.com](http://kxan.com) - Top Stories

alt="kxan.com - Top Stories">

**IMPORTANT: Privacy Notice** – This message and any accompanying documents are intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this transaction is strictly prohibited. If you received this communication in error, please notify the sender immediately and destroy the original transmission.



## Job Listing Confirmation

### Your Job Has Been Posted

"New Media Journalist/Webdesk Editor at LIN Interactive" has been posted on June 24, 2008. It will be available until July 24, 2008.

- [View job status and applications](#)
- [Find candidates](#)
- [Distribute this job to your network](#)

All applications for this job will be sent to the following email address:  
[charledray@gmail.com](mailto:charledray@gmail.com)

---

### Listing Summary

**Job:** New Media  
Journalist/Webdesk Editor at LIN  
Interactive  
**Job ID:** 563711

**Order:** 5790673  
**Product:** 30 day Job Listing  
**Order date:** June 24, 2008  
**Payment method:** Credit Card  
**Sale transaction:** 1233483  
**State:** Paid

**Billing  
Information:**  
Charlie Ray  
Lin Television  
908 W. MLK Jr.  
Blvd  
Austin, tx 78701  
United States  
512.476.3636

**Total price:** \$195.00

**Posted by**



**Charlie Ray**  
New Media  
Director  
(Hiring Manager)

**Charlie is  
recommended**



**3  
recommendations**

**Description**

**New Media Journalist/Webdesk Editor**

Applicants must be innovative, reader-focused and full of creativity. Daily newspaper and online experience in design and editing, along with a track record of accurate work, is a big plus.

Check out [www.lintv.com](http://www.lintv.com) or [www.kxan.com](http://www.kxan.com) to find out about the company and its benefits.

**Position will:**

- Ensure accurate and engaging copy
- Produce online graphics
- Edit video
  
- Degree in journalism preferred
- Daily newspaper or news site experience required
- Portfolio of live, working Web samples and/or print pages
- Proficiency in Adobe Photoshop, Illustrator and InDesign
- HTML, CSS, Flash and other relevant technology skills a big plus
- Written and verbal communication skills
- Understanding of design for content management systems, usability and accessibility practice and customer focus are essential

---

**Contact Information**

**Show profile info: Yes**

**Name: Charlie Ray**

**Profile description: New Media Director**

**My role: Hiring Manager**

**Contact email for this listing: [charliedray@gmail.com](mailto:charliedray@gmail.com)**

---

© 2007, LinkedIn Corporation

---

**Job Information**

---

Title: New Media Journalist/Weddbdesk Editor  
Company: LIN Interactive  
Location: Austin, TX  
Date Posted: Jun 24, 2008  
Posting Duration: 30 days

**Payment Information**

---

Job posting(s) to Lost Remote  
New Media Journalist/Weddbdesk Editor  
Posting Fee           \$0.00  
Total:                \$0.00

Payment Method: N/A

Copyright 2005-2008 JobThread, Inc.

From: Liana Kim | mediabistro.com [mailto:job.info@mediabistro.com]  
Sent: Tuesday, June 24, 2008 3:02 PM  
To: Charlie Ray  
Subject: Your job is successfully posted on mediabistro.com

Dear Charlie,

Hello. Thank you for posting a job on mediabistro.com! I'm confident you'll get a good response to your posting for New Media Journalist/Webdesk Editor. This job will remain active on our site for 30 days, but you can edit it or take it down at any time.

To view your job:  
<http://www.mediabistro.com/joblistings/jobview.asp?joid=79530>

To print a receipt, edit or delete your job:  
<http://www.mediabistro.com/employers/account.asp>

Want your posting to get EXTRA attention? You can feature your job for an additional \$299 per day. Featured jobs get a full day of premium placement:  
- on mediabistro.com's Homepage  
- in the Daily Media News Feed - our daily news digest emailed to more than 125,000 subscribers  
- at the top of the Job Listings page

If you decide to post more jobs, we offer great discount plans starting at just 3 jobs that can save you up to 46% off each posting!  
To learn more click here:  
<http://www.mediabistro.com/employers>

If you have any questions or need assistance, please call me direct at (212) 547-7914, toll free at (888) 589-1963, or simply reply to this email.

Good luck and have a great day!

Liana Kim  
Account Management Associate

\*\*\*\*\*

Purchase date: 6/24/2008

Description: Single Job Ad on mediabistro.com

Job Title: New Media Journalist/Webdesk Editor

Credit Card: \*\*\*\*\* 2745

Total charge: \$279.00

\*\*\*\*\*

New Media Journalist/Webdesk Editor at LIN Interactive

The job you're looking for is no longer active.

Looking for something else? Search open jobs.

## Position 9

**FULL-TIME VACANCY EEO INFORMATION - Form BP-03**

[Fill out for each full-time vacancy]

Job Title of Vacancy:

Full Time Reporter

Recruitment Source That Referred the Hire:

Date Vacancy Opened:

September 27, 2007

Date Vacancy Filled:

June 11, 2008

Total Number of Persons Interviewed for the Vacancy:

9

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notifications?
www.kxan.com	908 W. MLK Blvd; Austin, TX PO BOX 4116; Oceanside, CA 92052	Michael Fabac info@tvjobs.com	512-476-3636 800-374-0119	2 0	N/A No
www.tvjobs.com Broadcast Emp. Svcs.					
KXAN Staff	908 W. MLK Blvd; Austin, TX	Matt Brown	512-476-3636	1	No
Tvspy.com	www.Tvspy.com			0	No
Texas Association of Broadcasters	www.tab.org			6	No
NABJ	1100 Knight Hall, Ste 3100 College Park, Maryland 20742	Renee Tross		0	No

\*\*\*\*\* Use additional pages as needed. DO NOT PUT IN PUBLIC FILE unless as part of the station's annual EEO Public File Report. \*\*\*\*\*

**INTERVIEWEE INFORMATION - Form BP-04**

Job Title of Vacancy: Full Time Reporter

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	www.kxan.com	12		
2	[REDACTED]	www.tab.org	13		
3	[REDACTED]	www.tab.org	14		
4	[REDACTED]	www.kxan.com	15		
5	[REDACTED]	TAB	16		
6	[REDACTED]	Matt Brown (KXAN Staff)	17		
7	[REDACTED]	www.tab.org	18		
8	[REDACTED]	www.tab.org	19		
9	[REDACTED]		20		
10	[REDACTED]		21		
11			22		

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

**KXAN Austin News  
Blanket Ad Request Form**

**Position:** Full-time General Assignment News Reporter

**Department:** News

**Requested by:** Michael Fabac

**Where to run:**  kxan.com  
 LIN internal posting  
Marble Falls Free Press (1 week / Sunday)  
 Texas Association of Broadcasters  
 TVjobs.com (Free service)  
~~Media Line (Free Service)~~ no longer free

**To read as follows:**

KXAN Austin News is now accepting resumes for a full-time news reporter in our Hill Country bureau.

Creative storytellers with at least 2 years of reporting experience are encouraged to apply.  
Duties include: establishing/cultivating contacts, excellent writing and live reporting skills.

Qualified candidates only should send a résumé with cover letter, salary requirements, references and a non-returnable VHS/DVD to:

KXAN TV  
Hill Country Reporter Opening  
908 West MLK Blvd  
Austin, TX 78701

No emails or phone calls please!  
EEO

**Approved by:** Michael Fabac

**Date:** 9-26-07

**VanRandwyk, Suzanne**

**From:** no-reply@tab.org

**Sent:** Wednesday, January 23, 2008 12:15 PM

**To:** VanRandwyk, Suzanne

**Subject:** Job posted

Thank you for posting a job opening in the Texas Association of Broadcasters' Job Bank.

Visit the TAB Job Bank to:

- print a copy of the job opening for your EEO files
- Manage your job postings
- Search available candidates

Questions? Contact Craig Bean or call (512) 322-9944

Texas Association of Broadcasters

502 E. 11th St., Ste. 200, Austin, TX, 78701

Ph: (512) 322-9944

Fax: (512) 322-0522



Registered Employer Area  
KXAN (NBC), Austin, TX

[Admin Area](#) | [Search E-Resumes](#) | [My Account](#)

## Job Summary for 2008

This information was compiled for KXAN (NBC), Austin, TX during the 2008 calendar year by:

**Broadcast Employment Services**  
- on the web at <http://www.tvjobs.com> -

Creative Services Producer/Editor 1  
Full-time Multi-Platform Journalist 1  
Full-time News Anchor/Reporter 1  
Full-time News Producer 1  
Full-time Weekend Weather Anchor 1

- KXAN (NBC), Austin, TX posted 5 job listings in 2008 -



5  
25  
24  
9

Job Title	Posted On	Expired On	On-line # Days	Viewed # Times
Creative Services Producer/Editor	12/2/2008	1/2/2009	32	147
Full-time Weekend Weather Anchor	8/7/2008	9/7/2008	32	397
Full-time Multi-Platform Journalist	8/7/2008	9/7/2008	32	155
Full-time News Anchor/Reporter	1/23/2008	2/23/2008	32	790
Full-time News Producer	1/3/2008	3/3/2008	60	81

[Back to Admin Area](#)

Select a different year: 2010

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**VanRandwyk, Suzanne**

---

**From:** jobs@tvspy.com  
**Sent:** Thursday, January 03, 2008 3:34 PM  
**To:** VanRandwyk, Suzanne  
**Cc:** billing@staff.vault.com; dwells@tvspy.com; hshamadeh@vault.com  
**Subject:** Confirmation of your purchase: TVSpy.com receipt TVJ24017

TVSpy.com Receipt #TVJ24017

Dear Suzanne,

Thank you for using The TVSpy Job Bank. Please click on the link below to view your employment ad on the TVSpy Job Bank: [http://www.tvspy.com/jobbank.cfm?type=list&category\\_id=120](http://www.tvspy.com/jobbank.cfm?type=list&category_id=120)

Remember you can save money by posting unlimited jobs in the TVSpy Job Bank when you become a Corporate Gold Member. Find out how: <http://www.tvspy.com/membership/login.cfm?logtype=2>

We recommend that you print this page for your records. This page serves as your confirmation of purchase. As per your order, your credit card has been charged the specified amount. Should you require any additional information or assistance, please contact us at [jobs@tvspy.com](mailto:jobs@tvspy.com).

Occasionally, when copy from a Word document is cut and pasted onto TVSpy, the following punctuations will turn into question marks: apostrophes, quotes or dash marks. They need to be retyped after you have cut and pasted your copy onto TVSpy to prevent these misplaced question marks from occurring.

Items purchased: (job number 33212)

Job Title	Item	Length	Expires	Price
Full-time News Producer	Job Posting	14 days	17-Jan-08	\$142.50
Total:				\$142.50

Customer Information:  
KXAN Austin News Suzanne VanRandwyk 908 West MLK Jr. Blvd. Austin TX 78701  
[suzanne.vanrandwyk@kxan.com](mailto:suzanne.vanrandwyk@kxan.com)

Total Price: \$142.50  
Your credit card has been charged the amount of \$142.50.

Thank you for posting your job with TVSpy. Best of luck with your hiring needs!

Regards,  
The Staff of TVSpy  
[jobs@tvspy.com](mailto:jobs@tvspy.com)

26080140

**VanRandwyk, Suzanne**

**From:** NABJobs Online [system@jobcontrolcenter.com]  
**Sent:** Saturday, January 10, 2009 3:30 AM  
**To:** VanRandwyk, Suzanne  
**Subject:** NABJobs Online Job Posting Status



Thank you for using NABJobs Online.

Listed below are the job posting(s) that have recently expired or are scheduled to expire this week.

Job Title	ID	Closed / Closing
1. <u>Digital Executive Producer</u> (Austin, TX USA)	3047370	Wednesday, 01-07-2009
2. <u>Part-Time Traffic Reporter – AM News</u> (Austin, TX USA)	3053761	Wednesday, 01-07-2009
3. <u>Full-time Multi-Platform Bureau Reporter</u> (Austin - Hill Country Bureau, TX USA)	3047378	Wednesday, 01-14-2009

To renew a Job Ad, you must copy the current or expired Job Ad.

**To copy a CURRENT Job Ad:**

1. Login to your company account at <http://careerservices.nabj.org/hr/>,
2. Click on "Active Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

The original job ad will expire as scheduled and the new copy will remain on the site for a full posting cycle.

**To copy an EXPIRED Job Ad:**

1. Login to your company account at <http://careerservices.nabj.org/hr/>
2. Click on "Inactive Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

This is a system-generated message. Please do not reply.

**NABJobs Online**  
<http://careerservices.nabj.org>

318510/376807

**VanRandwyk, Suzanne**

**From:** mark [mark@medialine.com]  
**Sent:** Wednesday, January 23, 2008 12:18 PM  
**To:** VanRandwyk, Suzanne  
**Subject:** FW: EEO Confirmation letter

medialine.com

Please allow this to serve as confirmation of receipt of the following job listing(s) from : KXAN on 01/23/08

ANCHOR/REPORTER

The listing(s) will run for a 30 day period on our national television job listing service (unless you indicated otherwise) and then automatically remove themselves from the system.

If you need further documentation for your EEO files, please feel free to contact us at:

Phone:800-237-8073

Email:[medialine@medialine.com](mailto:medialine@medialine.com)

Fax:831-6485204

Mailing address:Box 51909, Pacific Grove, CA 93950

Contact:Mark Shilstone, Manager

Thank you for using MediaLine,  
Mark Shilstone  
Manager  
MediaLine

5/4/2010

\*2008-09

**KXAN/KNVA-TV continued:**

<p><b>News Reporter (Full-Time)</b></p> 	<p><i>Michael Fabac</i></p>	<p>KXAN Austin News is expanding! We are now accepting résumés for a full-time newscast producer. Creative individuals with superior communication skills and proven producing success are encouraged to apply. Duties include: Supervision of all content and graphic decisions for assigned newscasts, reinforcement of station brand positioning and oversight of newscast quality control. Qualified candidates only should send a résumé with cover letter, salary requirements, references and a non-returnable VHS/DVD to: KXAN Austin News, Producer Opening, 908 W. MLK Blvd., Austin, TX 78701</p>
<p><b>Account Executive</b></p>	<p><i>Sales Manager</i></p>	<p>KXAN Seeks an aggressive, highly motivated Account Executive with 3+ years experience in media sales to grow existing accounts list, with an emphasis of new business development, and website sales. The idea candidate should have excellent presentation and negotiation skills and demonstrate a successful track record of new and non-traditional business development. Microsoft office products, including PowerPoint skills a must. Knowledge of Matrix Plus, VCI, CMR, and One Domain is a plus. Please send resumes to: KXAN/KNVA Sales resumes, P.O. Box 490, Austin, TX 78767. Or email to: <a href="mailto:Salesresumes@kxan.com">Salesresumes@kxan.com</a>. EOE</p>

**Position 10**

**FULL-TIME VACANCY EEO INFORMATION - Form BP-03**

[Fill out for each full-time vacancy]

*2008-10*

Job Title of Vacancy:

Web Engineer

Recruitment Source That Referred the Hire:

Craig's List

Date Vacancy Opened:

November 13, 2008

Date Vacancy Filled:

December 9, 2008

Total Number of Persons Interviewed for the Vacancy:

5

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KXAN.com	908 W., MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	1	no
TheCW Austin.com	908 W. MLK Blvd Austin, TX 78701	Rachel Steading	512-476-3636		no
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880		no
Statesman		Mike Virvio			no
TAB	502 E. 11th ST, Austin, TX 78701	Craig Bean	512-322-9944		no
UT Career Services	1 University Station, Austin, TX 78712	Mike Berni			no
Craig's List	www.craigslist.com	J. Buckmaster		4	no

\*\*\*\*\* Use additional pages as needed. DO NOT PUT IN PUBLIC FILE unless as part of the station's annual EEO Public File Report. \*\*\*\*\*

**INTERVIEWEE INFORMATION - Form BP-04**

Job Title of Vacancy: Web Engineer

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Craig's List			
2	[REDACTED]	Staff referral			
3	[REDACTED]	Craig's List			
4	[REDACTED]	Craig's List			
5	[REDACTED]	Craig's List			
6	[REDACTED]	Craig's List			

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

2008-10

**Charlie Ray**

**From:** messages-noreply@bounce.linkedin.com on behalf of LinkedIn Jobs [jobs-listings@linkedin.com]  
**Sent:** Monday, November 17, 2008 10:44 AM  
**To:** Charlie Ray  
**Subject:** Job Posted: WEB Engineer at KXAN LinTV Austin



## LinkedIn Job Listing Confirmation

Your Job Has Been posted  
"WEB Engineer at KXAN LinTV Austin" has been posted on November 17, 2008. It will be available until December 17, 2008.

- [View job status and applications](#)
- [Find candidates](#)
- [Distribute this job to your network](#)

All applications for this job will be sent to the following email address: [charlie.ray@kxan.com](mailto:charlie.ray@kxan.com)

### Listing Summary

**Job:** WEB Engineer at KXAN LinTV  
 Austin  
**Job ID:** 629712

**Order:** 6348682  
**Product:** 30 day Job Listing  
**Order date:** November 17, 2008  
**Payment method:** Credit Card  
**Sale transaction:** 1629405  
**State:** Paid

**Total price:** \$195.00

### Billing Information:

Charlie Ray  
 Lin Television  
 908 W. MLK Jr. Blvd  
 Austin, tx 78701  
 United States  
 512.476.3636

### Job Details

### WEB Engineer

**Company:** KXAN LinTV  
 Austin

**Type:** Full-time

**Experience:** Associate

**Location:** Central Austin  
 (Austin, Texas  
 Area)

**Date Posted:** November 17,  
 2008

**Description**

**Posted by**

11/17/2008

## Position 11

N/A

## Position 12

**FULL-TIME VACANCY EEO INFORMATION - Form BP-03**

[Fill out for each full-time vacancy]

2008 AE positions  
12-13-14-15-16-17-18-20-21

Job Title of Vacancy:

Sales Account Executive

Recruitment Source That Referred the Hiree:

KXAN, staff referral, AWRT

Date Vacancy Opened:

March 2008

Date Vacancy Filled:

continued recruitment

Total Number of Persons Interviewed for the Vacancy:

25

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Craig's List	www.craigslist.com	Jim Buckmaster	415-566-6394		NO
KXAN.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	1	NO
TheCWAustin.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636		NO
LIN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880		NO
AWRT	8405 Greensboro Dr #800, McLean, VA 22101	Careers		1	NO
TAB Career Fair	502 E. 11th ST, Austin, TX 78701	Craig Bean	512-322-9944	2	NO

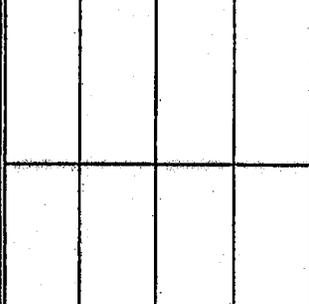
\*\*\*\*\* Use additional pages as needed. DO NOT PUT IN PUBLIC FILE unless as part of the station's annual EEO Public File Report. \*\*\*\*\*

**INTERVIEWEE INFORMATION - Form BP-04**

Job Title of Vacancy: Sales Account Executive

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	KXAN.com	12	[REDACTED]	KXAN.com
2	[REDACTED]	Staff referral	13	[REDACTED]	Staff referral
3	[REDACTED]	KXAN.com	14	[REDACTED]	Intern postings TX State
4	[REDACTED]	KXAN.com	15	[REDACTED]	KXAN.com
5	[REDACTED]	KXAN.com	16	[REDACTED]	AWRT
6	[REDACTED]	Staff referral	17	[REDACTED]	Internal posting
7	[REDACTED]	Staff referral	18	[REDACTED]	Internal posting
8	[REDACTED]	KXAN.com	19	[REDACTED]	KXAN.com
9	[REDACTED]	former employee	20	[REDACTED]	Staff referral
10	[REDACTED]	KXAN.com	21	[REDACTED]	KXAN.com
11	[REDACTED]	unknown	22	[REDACTED]	TAB Career Fair

\*\*\*\*\* Remember to attach copies of the notifications. Do Not Put in Public File. \*\*\*\*\*

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
23		staff referral			
24		KXAN.com			
25		KXAN.com			

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**From:** [REDACTED]  
**Sent:** Thursday, November 13, 2008 8:01 PM  
**To:** Rachel Steading  
**Subject:** Account Executive Job

Hello, My name is [REDACTED] and I met you at last month's TAB career fair in San Antonio. I'm extremely interested in the account executive job at KXAN. I've attached my resume for further consideration. Thank you and have a great day.

Sincerely,  
[REDACTED]

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**KXAN/KNVA-TV**  
 908 W. MLK Blvd.  
 Austin, TX 78701

2008 AE Recruitment

<p><b>Account Executive</b></p>	<p><i>Tom Michel</i></p>	<p>KNVA, Austin's CW is looking for an experienced Account Executive. Candidate must be able to illustrate a track record of delivering direct and web business while maintaining large transactional list. This opportunity is an invitation for the right individual to become the final piece of a very successful sales team in a great city selling a great network. Ideal candidate possesses dynamic positive attitude and an expertise in One Domain, Orion, and Matrix. Interested qualified candidates call Tom Michel LSM at 512.703.5310 or email your resume to <a href="mailto:tom.michel@kava.com">tom.michel@kava.com</a> EOE</p>
<p><b>Account Executive</b></p>	<p><i>Tom Michel</i></p>	<p>KNVA, Austin's CW, is looking for our next great Account Executive. As an AE for KNVA, you will be responsible for targeting, hunting and developing new business opportunities. Uncovering clients needs and delivering great results is the key to success with this opportunity. If you have some sales experience or have always been told that you would be great in sales, KNVA has a seat for you. We are looking for someone who is interested in a career with unlimited cash potential, capable of operating within an independent work structure and a professional approach and desire to help local clients acquire new customers through a multi-platform advertising solution. If this is you, please contact: Tom Michel at KNVA 512.703.5310 or email <a href="mailto:tom.michel@kava.com">tom.michel@kava.com</a> EOE</p>
<p><b>New Media Account Executive</b></p>	<p><i>Amy Harris</i></p>	<p>LIN Television Corp., in Austin has an immediate opening for a NEW MEDIA ACCOUNT EXECUTIVE. The successful candidate will develop new revenue generating models and integrated campaigns for multiple Web sites and creatively use new media opportunities to assist clients in meeting their marketing goals. This is an incredible opportunity for the self-motivated, goal-focused, creative new media sales professional. Candidates must have strong presentation and communication skills. For consideration please submit resume to: <a href="mailto:SalesJobs@kxan.com">SalesJobs@kxan.com</a> LIN TV Austin 908 W. MLK Jr. Blvd Austin, TX 78701 EOE</p>

**KXAN/KNVA-TV**  
**908 W. MLK Blvd.**  
**Austin, TX 78701**

2008 - AE Recruitment

<p><b>Production Assistant</b></p>	<p><i>Mark Dunham</i></p>	<p>KXAN-TV is seeking a full-time Production Assistant. We are seeking an individual who is detail oriented, dependable and flexible with their schedule. This is an entry level position operating studio camera systems, teleprompter and supporting News operations. The ideal candidate will possess some computer skills and good communication skills, as well as a positive and flexible disposition. KXAN-TV/LIN Television is an Equal Opportunity Employer. Send resume to: Chief Engineer * KXAN-TV * 908 W. MLK Blvd * Austin, TX * 78701 * Fax (512) 476-1520 * <a href="mailto:engineeringjobs@kxan.com">engineeringjobs@kxan.com</a> <u>EOE</u></p>
<p><b>Traffic Assistant</b></p>	<p><i>Jamie Aragon</i></p>	<p>KXAN/KNVA-TV, Austin, TX has an opening for a traffic copy coordinator. Responsibilities include processing copy instructions and commercial material accurately within a fast paced environment. Applicant must be detailed oriented and proficient in Microsoft Office. VCI experience a plus. Please submit resumes to <a href="mailto:HR@kxan.com">HR@kxan.com</a> or Traffic Job, KXAN/KNVA, 908 W. MLK Jr. Blvd., Austin, TX 78701. EOE.</p>
<p><b>New Media Account Executive</b></p>	<p><i>Amy Harris</i></p>	<p>LIN Television Corp., in Austin has an immediate opening for a NEW MEDIA ACCOUNT EXECUTIVE. The successful candidate will develop new revenue generating models and integrated campaigns for multiple Web sites and creatively use new media opportunities to assist clients in meeting their marketing goals. This is an incredible opportunity for the self-motivated, goal-focused, creative new media sales professional. Candidates must have strong presentation and communication skills. For consideration please submit resume to: <a href="mailto:SalesJobs@kxan.com">SalesJobs@kxan.com</a> LIN TV Austin 908 W. MLK Jr. Blvd Austin, TX 78701 EOE</p>

**KXAN/KNVA-TV**  
**908 W. MLK Blvd.**  
**Austin, TX 78701**

<p><b>KXAN Account Executive</b></p>	<p><i>Todd Krauss</i></p>	<p>KXAN, the NBC affiliate in Austin, Texas is looking for our next great Account Executive. As an AE for KXAN, you will be responsible for targeting, hunting and developing new business opportunities as well as servicing existing accounts. Uncovering client's needs and delivering great results is the key to success with this opportunity. If you have sales experience or you are a broadcasting Account Executive that is truly motivated we are looking for you. We are looking for someone who is interested in a career with unlimited cash potential, capable of operating within an independent work structure and a professional approach and desire to help local clients acquire new customers through a multi-platform advertising.</p>
<p><b>New Media Account Executive</b></p>	<p><i>Amy Harris</i></p>	<p>LIN Television Corp., in Austin has an immediate opening for a <b>NEW MEDIA ACCOUNT EXECUTIVE</b>. The successful candidate will develop new revenue generating models and integrated campaigns for multiple Web sites and creatively use new media opportunities to assist clients in meeting their marketing goals. This is an incredible opportunity for the self-motivated, goal-focused, creative new media sales professional. Candidates must have strong presentation and communication skills. For consideration please submit resume to: <a href="mailto:SalesJobs@kxan.com">SalesJobs@kxan.com</a> LIN TV Austin 908 W. MLK Jr. Blvd Austin, TX 78701 EOE</p>

**KXAN/KNVA-TV continued:**

<p><b>News Reporter (Full-Time)</b></p>	<p><i>Michael Fabac</i></p>	<p>KXAN Austin News is expanding! We are now accepting résumés for a full-time newscast producer. Creative individuals with superior communication skills and proven producing success are encouraged to apply. Duties include: Supervision of all content and graphic decisions for assigned newscasts, reinforcement of station brand positioning and oversight of newscast quality control. Qualified candidates only should send a résumé with cover letter, salary requirements, references and a non-returnable VHS/DVD to: KXAN Austin News, Producer Opening, 908 W. MLK Blvd., Austin, TX 78701</p>
<p><b>Account Executive</b></p>	<p><i>Sales Manager</i></p>	<p>KXAN Seeks an aggressive, highly motivated Account Executive with 3+ years experience in media sales to grow existing accounts list, with an emphasis of new business development, and website sales. The idea candidate should have excellent presentation and negotiation skills and demonstrate a successful track record of new and non-traditional business development. Microsoft office products, including PowerPoint skills a must. Knowledge of Matrix Plus, VCI, CMR, and One Domain is a plus. Please send resumes to: KXAN/KNVA Sales resumes, P.O. Box 490, Austin, TX 78767. Or email to: <a href="mailto:Salesresumes@kxan.com">Salesresumes@kxan.com</a>. EOE</p>

**KXAN/KNVA-TV**

P.O. Box 490

Austin, TX 78767

<p><b>Local Sales Manager</b></p>	<p><i>Keith Sommer</i></p>	<p>Must have demonstrated success in TV sales management with proven skill at leading a team to increase revenue market share through successful tactical execution. Self-driven and goal oriented! Ability to inspire, manage and motivate sales staff in a rapidly growing competitive marketplace. Must be analytical and detail-oriented. Experience selling multi-platform opportunities on the local and agency level. Preferred knowledge and proficiency with VCI, Matrix, and Marshall Marketing. Send resume to: Keith Sommer, DOS, 908 W. MLK Blvd, Austin, TX 78701, Or email <a href="mailto:Salesjobs@kxan.com">Salesjobs@kxan.com</a>.</p>
<p><b>Internet Account Executive</b></p>	<p><i>Robert Ledesma</i></p>	<p>This sales position is responsible for developing Internet revenue for the highly successful KXAN.com and TheCWAustin.com Web sites. The job will entail primarily making Internet sales calls, building relationships and client presentations. Responsible for achieving goals individually and in a team environment by making "four-legged" sales presentations with Television Account Executives and creating multi-platform campaigns. Will represent both KXAN.com and TheCWAustin.com. Self-motivated, goal focused, creative professional who can juggle multiple priorities and deadlines! Candidates will have strong presentation skills and should be able to build sales presentations in PowerPoint. Candidates will also have strong closing and communication skills. Background in Web marketing and sales is beneficial, candidates with sales experience preferred. For consideration, please send a cover letter including salary history, resume, and URLs to: Robert Ledesma, Internet Sales Director, KXAN/KNVA, 908 W. MLK Blvd, Austin, TX 78701 Or send information to <a href="mailto:webjobs@kxan.com">webjobs@kxan.com</a></p>
<p><b>Maintenance Engineer</b></p>	<p><i>Mark Dunham</i></p>	<p>Multi-channel broadcast television operation seeks qualified technician with solid TV studio experience and experience in computer-based broadcast equipment, such as automation, routers, switchers and disc-based server systems. Formal training required. This is a challenging 24/7 operation, and good attitude and initiative are rewarded with an enjoyable working environment. KXAN-TV/ LFN Television is an Equal Opportunity Employer. Send resume to: Chief Engineer, KXAN-TV, 908 W. MLK Blvd, Austin, TX 78701 Fax (512) 476-1520, <a href="mailto:engineeringjobs@kxan.com">engineeringjobs@kxan.com</a></p>