

## 2009-2010 Recruitment Documentation

## Position 1

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

[Fill out for each full-time vacancy]

2009-01

Job Title of Vacancy:

Multi Platform Journalist

Recruitment Source That

Referred the Hire:

KXAN.com

Date Vacancy Opened:

December 15, 2008

Total Number of Persons

Interviewed for the Vacancy:

14

Date Vacancy Filled:

March 31, 2009

**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.craigslst.com	Jim Buckmaster	415-566-6394	1	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
LEN TV	4 Richmond Square Providence, RI 02906	Claudia Balcewicz	401-454-2880		no
TVAB	502 E. 11th St. Ste 200, Austin, TX 78701	Craig Bean	512-322-9944		no
National Assoc. Broadcasters	1771 N St. NW, Washington DC	Karen Hunter	202-429-5300		
TVJobs	P. O. Box 4116, Oceanside, CA 92052				no
RTNDA	1600 K Street, Ste 700, Washington DC 20006	Kathleen Graham			no
NABJ	1100 Knight Hall, Ste 3100 College Park, MD 20742	Ryan Williams			no
NAHJ	14th St. NW, Washington, DC 20045	Ivan Roman			no
Frank Magid Associates	One Research Ctr, Marion, IA 52302	Barbara Fye	319-377-7345		no

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: Multi Platform Journalist

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	kxan staff	12	[REDACTED]	kxan staff
2	[REDACTED]	Craig's List	13	[REDACTED]	unknown
3	[REDACTED]	kxan.com	14	[REDACTED]	unknown
4	[REDACTED]	unknown	15	[REDACTED]	
5	[REDACTED]	unknown	16	[REDACTED]	
6	[REDACTED]	kxan.com	17	[REDACTED]	
7	[REDACTED]	unknown	18	[REDACTED]	
8	[REDACTED]	kxan.com	19	[REDACTED]	
9	[REDACTED]	unknown	20	[REDACTED]	
10	[REDACTED]	unknown	21	[REDACTED]	
11	[REDACTED]	unknown	22	[REDACTED]	

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

**AUSTIN  
NEWS**  
kxan.com

2009-#01

**Blanket Ad Request Form**

**Position:** Full-time Multi-Platform Bureau Reporter

**Department:** News

**Requested by:** Michael Fabac

**Where to run:** kxan.com

~~Austin American Statesman (1 week / Sunday)~~ *caigs int*

Texas Association of Broadcasters

RTNDA.ORG

NABJ.ORG

NAHJ.ORG

Talent Dynamics.com

*media-match.com*

**To read as follows:**

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 & 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](mailto:NewsJobs@kxan.com)

No phone calls please  
EEO

**Approved by:** Michael Fabac

**Date:** 12-10-08

2009-01

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

<b>Multi Platform Journalist</b>	<i>Michael Fabac</i>	<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. <a href="mailto:NewsJobs@kxan.com">NewsJobs@kxan.com</a>. No phone calls please. EEO</p>
<b>Digital Executive Producer</b>	<i>Michael Fabac</i>	<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. <a href="mailto:NewsJobs@kxan.com">NewsJobs@kxan.com</a>. No phone calls please. EEO</p>

2009- #1

VanRandwyk, Suzanne

---

From: [REDACTED]  
Sent: Sunday, January 11, 2009 11:25 PM  
To: NewsJobs  
Subject: Hill Country Bureau Position

Hello, I saw your opening at the Hill Country Bureau on TV and I was wondering if has been filled. I have 30 years of experience in television (mainly at bureaus) and also in print (newspaper). If the position is still available, I was interested in applying. Thank for your time. [REDACTED]

2009- #1

Multi-Platform Bureau Reporter

Sub-Headline

KXAN Austin News is looking for this FT position

Count 1390

Short Headline

Multi-Platform Bureau Reporter

Count 1390

Dateline

AUSTIN (KXAN)

Count 1390

Street Address

City

State

Zip Code

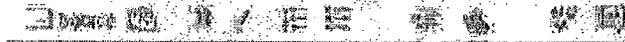
County

County

Story Versions

Version 1 - Mon Dec 15 15:10:31 CST 2008 Current - Jackie Vega

Abstract



KXAN Austin News is now accepting resumes for a full-time multi-platform bureau reporter

Story Text

Decode this story



KXAN Austin News is now accepting resumes for a full-time multi-platform bureau reporter.

The position will originate from our Hill County bureau and be responsible for field shooting/producing/publishing content for our TV and digital platforms. Journalism degree with broadcast and print experience 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 County Opening  
908 West MLK Blvd

**VanRandwyk, Suzanne**

**From:** Diane Kennedy [dkennedy@statesman.com]  
**Sent:** Friday, August 08, 2008 4:01 PM  
**To:** VanRandwyk, Suzanne  
**Subject:** RE: Job Ads

Statesman

**Attachments:** weekend-Print File.pdf, journ-Print File.pdf

Hello Suzanne – I've attached both ads for your review. These will be placed under our professional category w/keyword of 'media' (so they will fall under the m's alpha sort.

Sizes are the same, so costs the same. \$279.20 each ad for 1 day print w/1 week online. Will await your changes and/or final approval.

Thanks, Diane

Diane Kennedy  
Recruitment Sales Representative  
Ph: (512) 445-4016; Fax: (512) 445-4047  
Toll Free: 1-(800)-444-4382

**Statesman**

YAHOO! hotjobs

**From:** VanRandwyk, Suzanne [mailto:Suzanne.VanRandwyk@kxan.com]  
**Sent:** Friday, August 08, 2008 3:05 PM  
**To:** dkennedy@statesman.com  
**Subject:** Job Ads

Diana,

Here are the two job ads that we need to have placed in print for Sunday (8/10/8) and on line for 1 week.

Multi-Platform Journalist. KXAN Austin News is now accepting resumes for a FT multi-platform journalist. For a complete job description and resume submittal instructions visit [www.kxan.com](http://www.kxan.com), click on the HOME tab and then on the JOBS tab. No phone calls.

Weekend Weather Anchor. KXAN Austin News is now accepting resumes for a FT Weekend Weather Anchor. For a complete job description and resume submittal instructions visit [www.kxan.com](http://www.kxan.com), click on the HOME tab and then on the JOBS tab. No phone calls.

Please let me know what the costs will be.

Thanks!

Suzanne VanRandwyk  
Administrative Assistant  
KXAN Austin News  
908 West MLK Jr. Blvd.  
Austin, TX 78701  
P: 512-703-5358  
F: 512-469-0630  
C: 512-608-2935  
[www.kxan.com](http://www.kxan.com)

5/4/2010

**VanRandwyk, Suzanne**

**From:** craigslist.org [noreply@craigslist.org]  
**Sent:** Monday, December 15, 2008 4:10 PM  
**To:** VanRandwyk, Suzanne  
**Subject:** Your craigslist posting "Full-time Multi-Platform Bureau Reporter"  
Confirmation for Posting ID# 959215483

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

**Your payment confirmation number is:** 5101319  
Please print this page for your records.

Posting ID: 959215483 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 "Full-time Multi-Platform Bureau Reporter," has been posted as follows:

[http://austin.craigslist.org/tf/959215483.html\(tv/film/video/radio/jobs\)](http://austin.craigslist.org/tf/959215483.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/959215483/8pbh6>

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 2:36 PM

**To:** VanRandwyk, Suzanne

**Subject:** Your Job Posting entitled 'Full-time Multi-Platform Bureau Reporter' was received by RTNDA!

x

Dear Suzanne,

Your job posting entitled Full-time Multi-Platform Bureau Reporter 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:** Mark [mark@medialine.com]  
**Sent:** Thursday, August 07, 2008 4:26 PM  
**To:** VanRandwyk, Suzanne  
**Subject:** Fw: EEO Confirmation

Please allow this to serve as confirmation that KXAN listed the following opening on medialine.com 08/07/08

MULTI PLATFORM JOURNALIST, WEEKEND WEATHER ANCHOR

*2 positions*

The listing will run for 30 days unless a specific end date has been specified.

Thanks for using Medialine, and don't forget to visit our free Talent Showcase which features more than 200 clips and resumes of on air types with all different experience levels.

Mark Shilstone  
Manager  
Medialine

**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

2009-#1

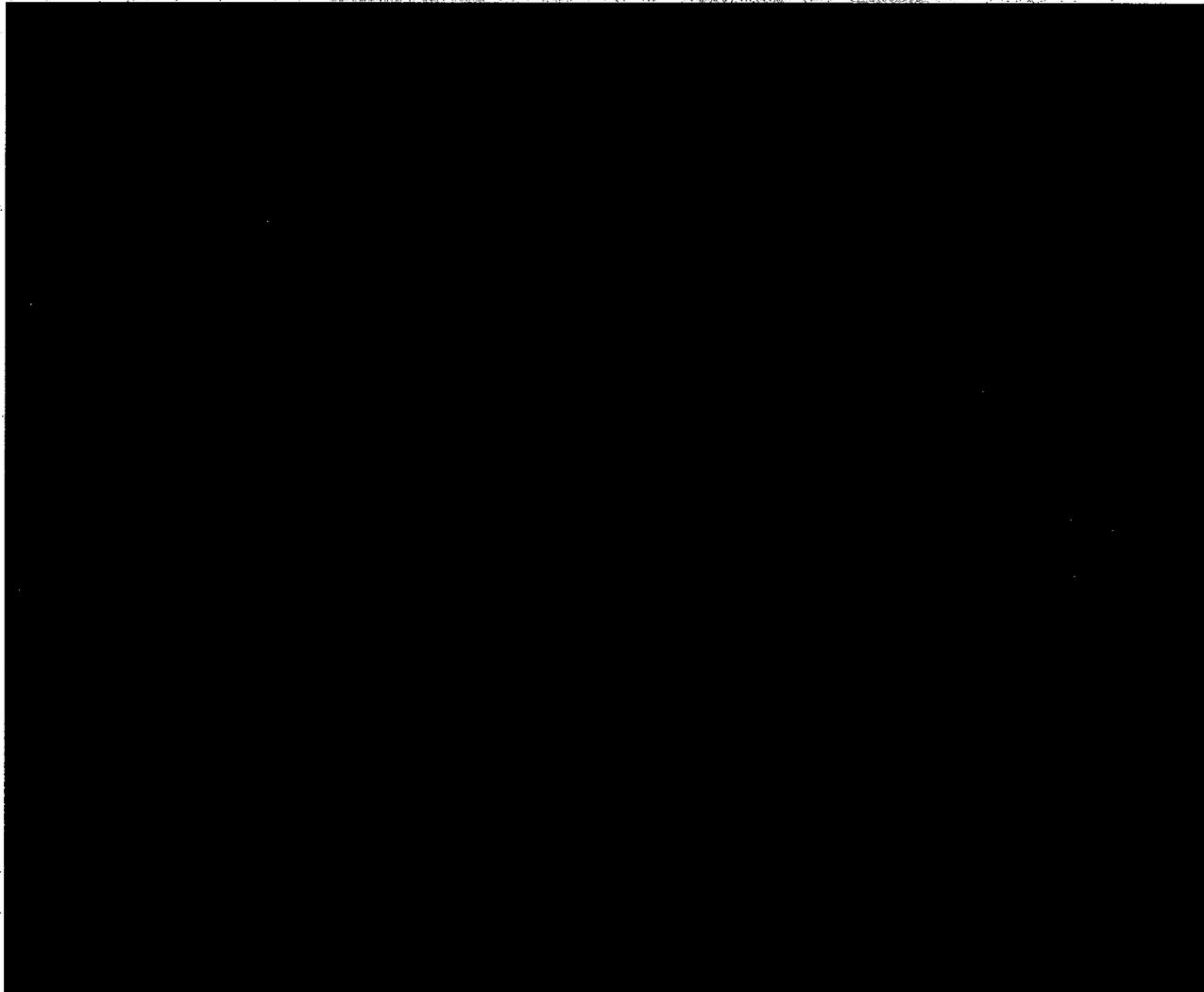
VanRandwyk, Suzanne

From: [REDACTED]  
Sent: Thursday, January 08, 2009 12:18 PM  
To: NewsJobs  
Subject: Multi-platform bureau reporter position

4900 E Oltorf St., Apt. 731  
Austin TX, 78744  
Tel. 832.563.1722 or 512.243.6627  
January 8, 2009

To Whom It May Concern at KXAN-TV:

The Multi-Platform Bureau Reporter job (posted online at KXAN-TV's website) is the type of work I hate to call it work --- that I want to be doing until I am old and senile---which is a long, long time now! Following this letter is my resume with references. PLEASE CALL OR E-MAIL ME I CAN START IMMEDIATELY, AS I AM DOING CONTRACT WORK



2009-#1

VanRandwyk, Suzanne

---

**From:** [REDACTED]  
**Sent:** Saturday, January 03, 2009 12:28 PM  
**To:** NewsJobs  
**Subject:** Hill Country Opening  
**Attachments:** Diego Resume 2 Rev.doc; Diego Sal History.doc

[REDACTED]

Dear Representative,

I am writing in response to your posting on [Glassdoor.com](#) for a Multi-Platform Bureau Reporter. After reading your job description, I am confident that my education, skills and experience make me an excellent match for this position.

[REDACTED]

2009-#1

VanRandwyk, Suzanne

From: media-match [info@media-match.com]

Sent: Tuesday, December 16, 2008 2:46 PM

To: NewsJobs

Subject: Full-time Multi-Platform Bureau Reporter (Vanessa Castaneda)

~~media-match~~

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

[Individuals](#)

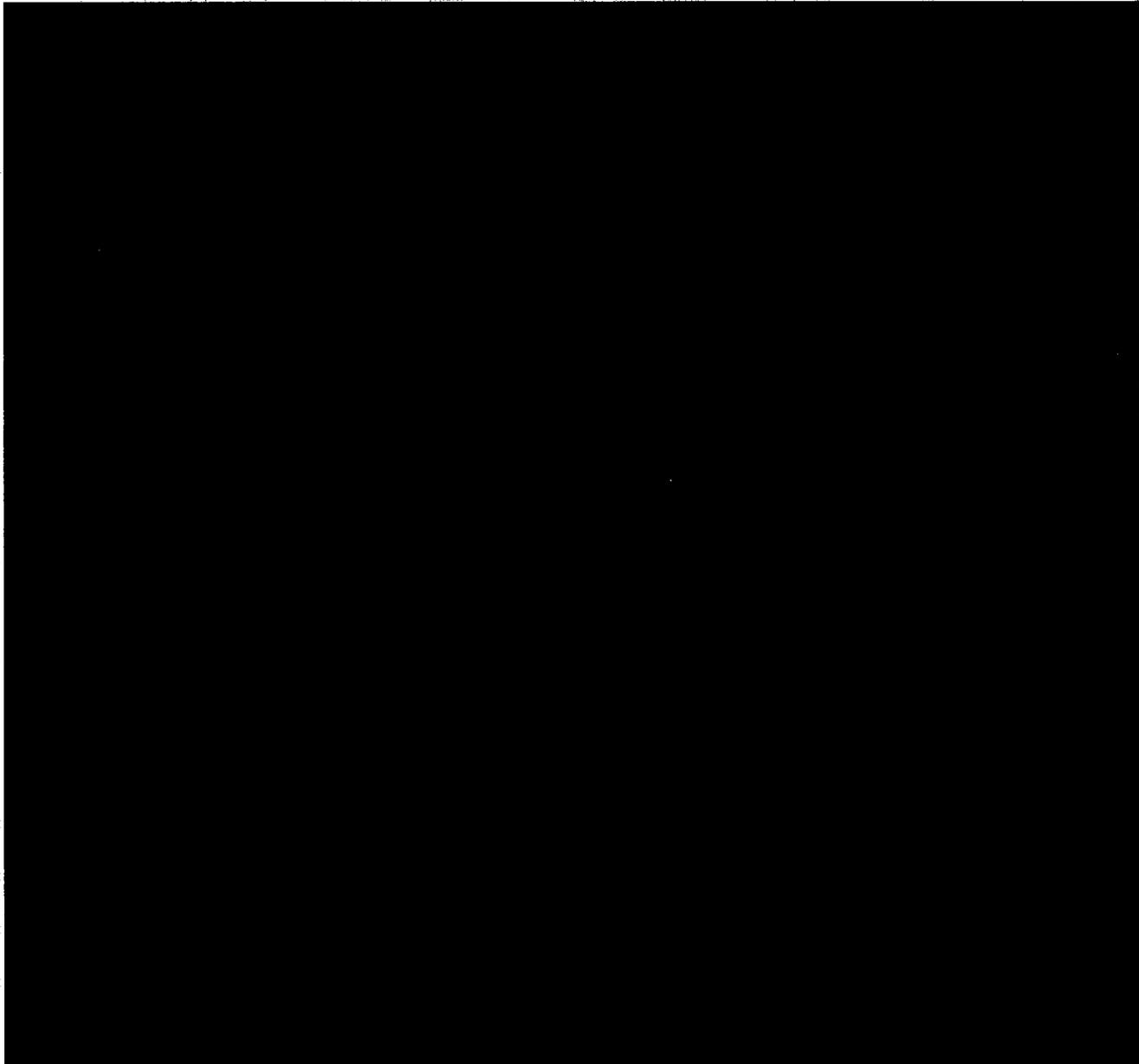
[Companies](#)

[Jobs Board](#)

[Message Board](#)

[Home](#)

[Testimonials](#)



## Position 2

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

[Fill out for each full-time vacancy]

2008-02

Job Title of Vacancy:

Part Time Traffic Reporter

Recruitment Source That Referred the Hire:

KXAN staff

Date Vacancy Opened:

December 24, 2008

Date Vacancy Filled:

April 14, 2009

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 Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Craig's List	www.craigslst.com	Jim Buckmaster	415-566-6394	2	no
KXAN.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636		no
TheCWAustin.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
TAB	502 E. 11th St. Ste 200, Austin, TX 78701	Craig Bean	512-322-9944		no
TVJobs	P.O. Box 4116, Oceanside, CA 92052				no
TVJobs	P.O. Box 4116, Oceanside, CA 92052				no
NABJ	1100 Knight Hall, Ste 3100 College Park, MD 20742	Ryan Williams			no
NAHI	14th St. NW, Washington, DC 20045	Ivan Roman		1	no
Frank Magid Associates	One Research Ctr, Marion, IA 52302	Barbara Frye	319-377-7345		no

**INTERVIEWEE INFORMATION - Form BP-04**

Job Title of Vacancy: Part Time Traffic Reporter

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	Unknown	12		
2	[REDACTED]	Unknown	13		
3	[REDACTED]	Unknown	14		
4	[REDACTED]	Unknown	15		
5	[REDACTED]	Unknown	16		
6	[REDACTED]	kxan staff	17		
7	[REDACTED]	Craig's list	18		
8	[REDACTED]	Craig's list	19		
9	[REDACTED]	kxan staff	20		
10	[REDACTED]		21		
11			22		

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

2009-#2

May 24, 2010

JOB 2009-#2 / Part-Time Traffic Reporter – AM News

This part-time position included in annual report by clerical error.

## Position 3

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

2009-3,4,7,10

[Fill out for each full-time vacancy]

**Job Title of Vacancy:** Sales Account Executives      **Recruitment Source That Referred the Hiree:** KXAN.com, AWRT  
**Date Vacancy Opened:** March 31, 2009  
**Date Vacancy Filled:** continued recruitment      **Total Number of Persons Interviewed for the Vacancy:** 41

## 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	7	no
Craig's List	<a href="http://www.craigslist.com">http://www.craigslist.com</a>	Jim Buckmaster	415-566-6394	3	no
KXAN.com	908 W. MLK Blvd. Austin, TX 78701	Rachel Steading	512-476-3636	7	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
TAB	502 E. 11 <sup>th</sup> Street, Ste 200, Austin, TX 78701	Craig Bean	512-322-9944	2	no
National Sales Network	1701 S. Mays St, Round Rock, TX 78664	Antoine Johnson			no
UT & UT Career Fair	1 University Station, Austin, TX 78712	Lauren Deaton, Mike Brendt		5	no
Spots N Dots	167 Oakdale Rd, Johnson City, NY 13790	Gene McKay		4	no
Round Rock Leader	Terry Schaub	1015 S. Mays, Ste 100, Round Rock, TX 78664			no
Austin Chronicle	PO Bos 49066, Austin TX 78765	Louis Black			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]	AWRT	12	[REDACTED]	Internal posting
2	[REDACTED]	UT	13	[REDACTED]	unknown
3	[REDACTED]	LIN	14	[REDACTED]	UT
4	[REDACTED]	AWRT	15	[REDACTED]	Craig's List
5	[REDACTED]	Consultant referral	16	[REDACTED]	AWRT
6	[REDACTED]	AWRT	17	[REDACTED]	KXAN.com
7	[REDACTED]	KXAN.com	18	[REDACTED]	TAB
8	[REDACTED]	UT	19	[REDACTED]	UT
9	[REDACTED]	UT	20	[REDACTED]	KXAN.com
10	[REDACTED]	Craig's List	21	[REDACTED]	TAB
11	[REDACTED]	KXAN.com	22	[REDACTED]	Craig's List

\*\*\*\*\* 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	[REDACTED]	LIN	34	[REDACTED]	Hotjobs
24	[REDACTED]	internal posting	35	[REDACTED]	Spots N Dots
25	[REDACTED]	AWRT	36	[REDACTED]	KXAN.com
26	[REDACTED]	AWRT	37	[REDACTED]	Hotjobs
27	[REDACTED]	internal posting	38	[REDACTED]	Hotjobs
28	[REDACTED]	internal posting	39	[REDACTED]	LIN
29	[REDACTED]	internal posting	40	[REDACTED]	AWRT
30	[REDACTED]	internal posting	41	[REDACTED]	internal posting
31	[REDACTED]	Spots N Dots			
32	[REDACTED]	Spots N Dots			
33	[REDACTED]	Spots N Dots			

2009-3.4.7.10

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

<p><b>KXAN Account Executive</b></p> <p style="text-align: center;">✱</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 style="text-align: center;">✱</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>

11/17/09  
10  
COSTINA



2009-07

**Rachel Steading**

---

**From:** Rachel Steading  
**Sent:** Monday, September 28, 2009 12:22 PM  
**To:** Chrysta Hudson  
**Subject:** For our job listings  
**Importance:** High

Can you post this today please?

KXAN/KNVA/KBVO/LIN Austin has an immediate opening for an Account Executive for KBVO-TV, My Network TV affiliate. This candidate's responsibility will be new business development. If you consider yourself a highly self motivated individual, looking for the opportunity to grow with a start up station, this is the position for you. College degree and broadcast sales experience preferred. Knowledge with VCI, One Domain, Matrix, ESA, and Marshall Marketing is a plus. Send resume to:  
Sales Jobs, 908 W. MLK Blvd, Austin, TX 78701, Or email [Salesjobs@kxan.com](mailto:Salesjobs@kxan.com). No phone calls please. EOE.

Thanks!

**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.

**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Saturday, October 24, 2009 10:13 AM  
**To:** \_KXAN SalesJobs  
**Subject:** Research Director (Austin, TX)  
**Attachments:** RESUME 10 13 09.doc

<http://austin.craigslist.org/tfr/1434967340.html>  
tell me if I fit the mold. I have sold splits for KNBC.



**Justin Flores**

**From:** [REDACTED]  
**Sent:** Saturday, October 24, 2009 5:02 PM  
**To:** \_KXAN SalesJobs  
**Subject:** Account Executive  
**Attachments:** [REDACTED]

Human Resources Department of KXAN:

This letter is to express my interest in discussing the Account Executive position found on KXAN's website. I believe that my experience will make me a competitive candidate. I have a



**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 16, 2009 4:02 PM  
**To:** \_KXAN SalesJobs  
**Subject:** Research Director KBVO  
**Attachments:** MegsResume.DOC; Media cover letter.docx  
**To whom it may concern,**

I looked on the KBVO TV website and noticed an interesting job position. If you don't mind taking a moment to look at my cover letter and resume that would be great.

Thank you,

[REDACTED]

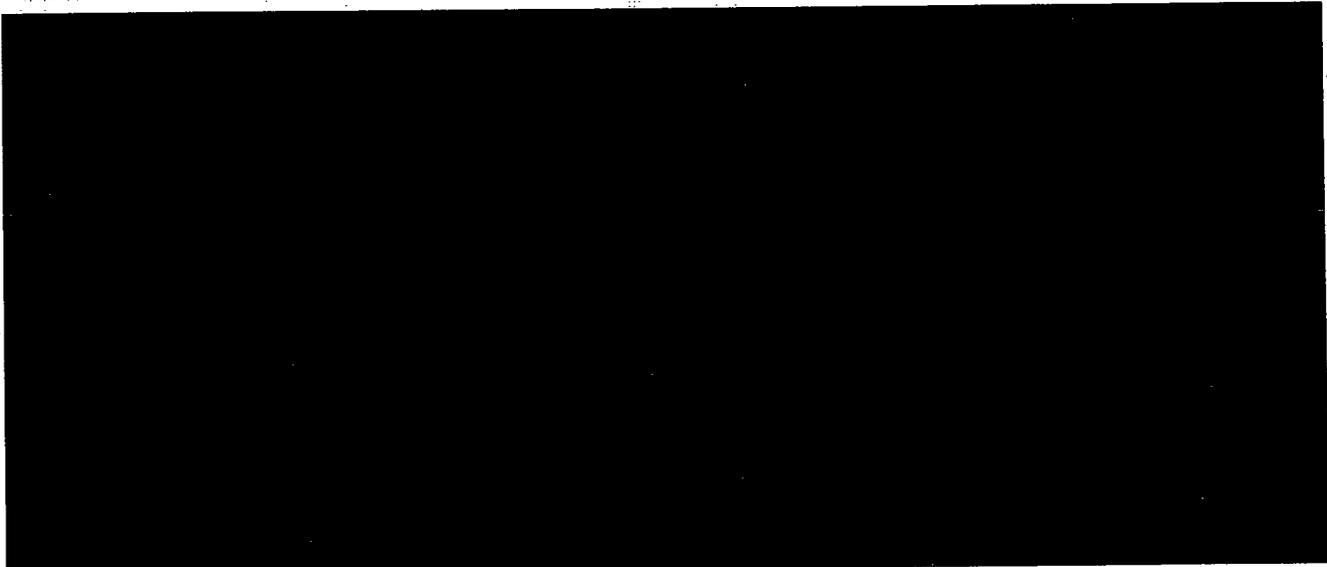
**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Thursday, October 01, 2009 10:24 AM  
**To:** \_KXAN SalesJobs  
**Subject:** TV Sales Account Executive  
**Attachments:** SABRINA\_JINDRA2[1].doc

Dear Hiring Manager:

I am writing to express my interest in the TV Sales Account Executive position I recently saw posted on Craigslist website. In reviewing the necessary qualifications, I am confident my professional experience, education and skills lead me to be a qualified applicant and asset to your team.

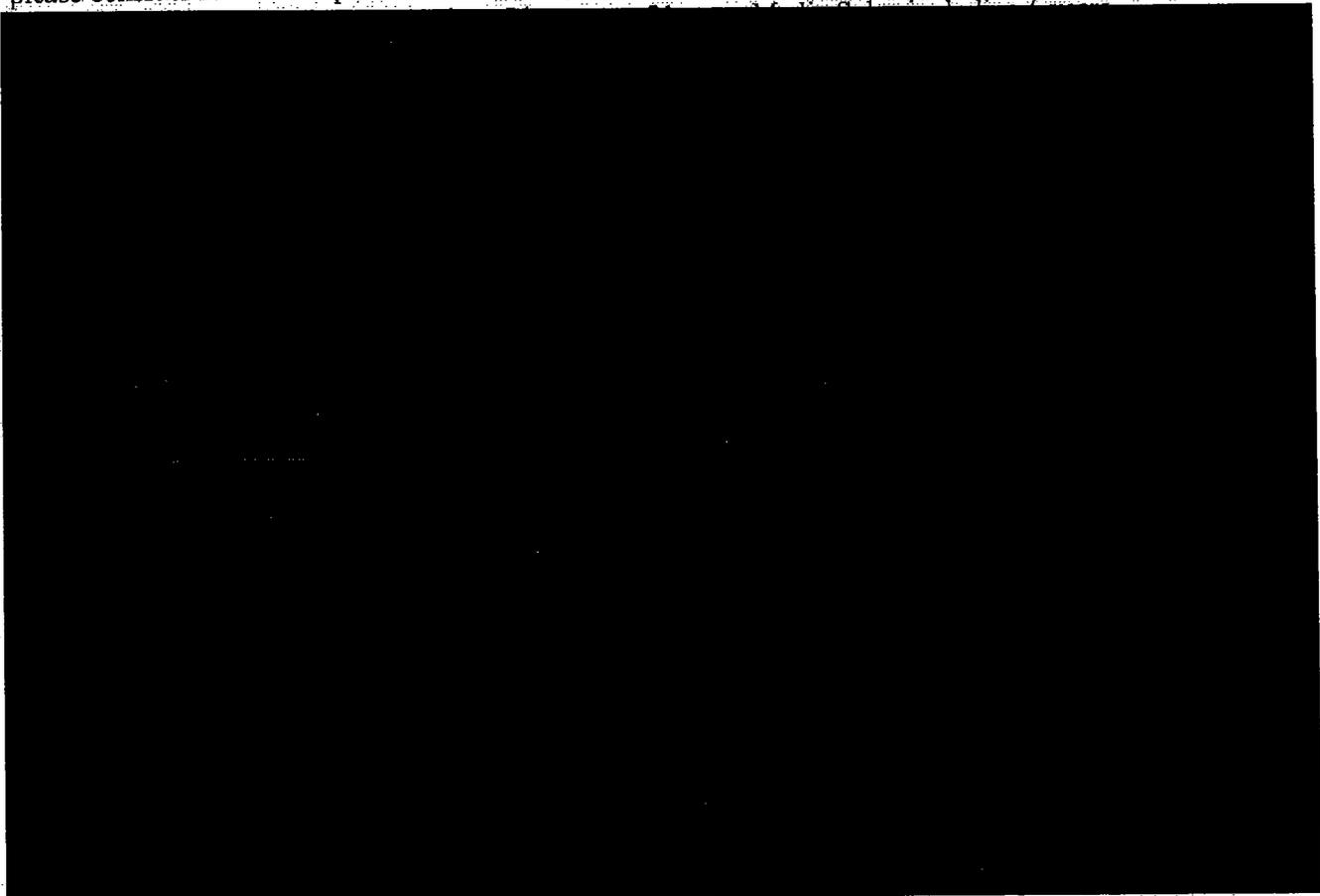


**Justin Flores**

**From:** [REDACTED]  
**Sent:** Tuesday, February 23, 2010 3:55 PM  
**To:** \_KXAN SalesJobs  
**Subject:** senior Account Exeutive  
**Attachments:** [REDACTED]

Good Afternoon,

I learned about your Senior AE opportunity on Spots & Dots and am anxious to get my credentials to you. Austin is an exciting place to live and was waiting for this opportunity, please consider me for this position.



Jim Gilloon

702-812-4146

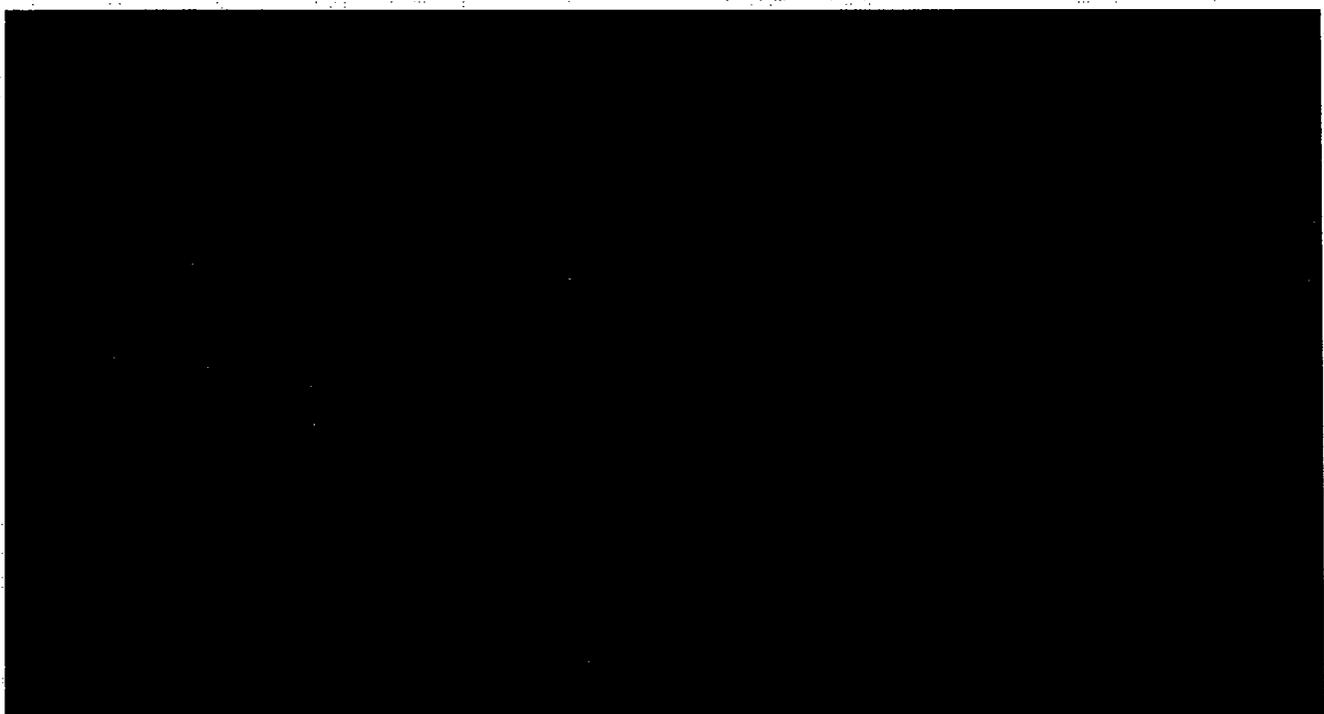
5/24/2010

**Justin Flores**

**From:** [REDACTED]  
**Sent:** Thursday, January 14, 2010 3:20 PM  
**To:** \_KXAN SalesJobs  
**Subject:** Account Executive Position  
**Attachments:** [REDACTED]

1/14/2010

I read on your website of your need for a solid Account Executive. I am very interested in an opportunity with KXAN. I believe that your requirements fit my education, qualifications, and employment background very well.



**Justin Flores**

**From:** [REDACTED]  
**Sent:** Wednesday, February 24, 2010 10:35 PM  
**To:** Tom Michel  
**Cc:** \_KXAN SalesJobs  
**Subject:** Senior Account Executive position  
**Attachments:** [REDACTED]

February 24, 2010

Tom Michel  
Local Sales Manager  
KXAN / KNVA / KBVO  
908 W MLK Jr. Blvd  
Austin, TX 78701

Dear Mr. Michel,

As a highly effective Account Executive who excels in win/win negotiations with proven success with both agency and local clients, I am confident that my talents would be a great asset to KXAN/KNVA/KBVO as a Senior Account Executive as posted with Spots n' Dots



## Rachel Steading

---

**From:** craigslist.org [noreply@craigslist.org]  
**Sent:** Monday, September 28, 2009 12:28 PM  
**To:** Rachel Steading  
**Subject:** Your craigslist posting "Sales Account Executive"



Confirmation for Posting ID# 1396472270  
Your Credit Card payment has been accepted.  
Your payment confirmation number is: 10521025 Please print this page for your records.

---

Posting ID: 1396472270  
Date: 2009-09-28

Receipt to:  
Rachel Steading  
908 W. MLK 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

Qty: 1 austin jobs posting -- Total: 25.00

Your ad, titled "Sales Account Executive," has been posted as follows:  
<http://austin.craigslist.org/sls/1396472270.html> (sales 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/1396472270/a4e77>

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!

Account Executive

**ADVERTISING INSERTION ORDER - AUSTIN COMMUNITY NEWSPAPERS**

COMPANY **KXAN NEWS** ACCT# \_\_\_\_\_ DATE **10/26/09** TIME \_\_\_\_\_  
 ADDRESS **908 WEST MLK BLVD.** ENTERED BY \_\_\_\_\_  
 TOWN/ST/ZIP **AUSTIN, TX. 78701** SALES REP **MICHELE COLLINS** NO. **05**  
 CONTACT **RACHEL** GRAPHICS \_\_\_\_\_  
 TEL **703-5221** EXT. \_\_\_\_\_ PAYMENT \_\_\_\_\_  
 CELL \_\_\_\_\_ FAX \_\_\_\_\_ BILL CLIENT  CASH  CHECK   
 EMAIL \_\_\_\_\_ CREDIT CARD \_\_\_\_\_

TYPE  ROP  25% PLACEMENT  CLASSIFIED SECTION **HELP WANTED AD** EXPIRES \_\_\_\_/\_\_\_\_/\_\_\_\_  
 AD SIZE BROADSHEET **2.00 COL X 3.00 IN - TOTAL INCHES 6** SPECIAL SIZE \_\_\_\_\_  
 SPECIAL SECTION  INSERT  CONTRACT  6 X  13 X  26 X  52 X  
 AD SIZE TABLOID  FULL  HALF-VERT  HALF-HORIZ  QUARTER  1/8TH  OTHER \_\_\_\_\_  
 COLOR  1-COLOR  2-COLOR  FULL-COLOR

	RUN DATES			RATES \$		
	PC1	SPACE COST	COLOR	OTHER	TOTAL	
<input checked="" type="checkbox"/> ROUND ROCK LEADER	11/3	\$109.20			\$109.20	
	10/29	\$165.00			\$165.00	
	10/31	\$109.20			\$109.20	
<input checked="" type="checkbox"/> Pflugerville PFLAG		\$0.00			\$0.00	
<input type="checkbox"/> Westlake Picayune		\$0.00			\$0.00	
<input type="checkbox"/> Lake Travis View		\$0.00			\$0.00	
<input checked="" type="checkbox"/> North Lake Travis Log		\$0.00			\$0.00	
<input type="checkbox"/> Cedar Park Citizen		\$0.00			\$0.00	
<input type="checkbox"/> Leander Ledger		\$0.00			\$0.00	
<input type="checkbox"/> Bastrop Advertiser		\$0.00			\$0.00	
<input type="checkbox"/> The Smithville Times		\$0.00			\$0.00	

**INSTRUCTIONS**  
 AD RUNNING THURSDAY, SATURDAY & TUESDAY 2X3 TOTAL COST \$383.40

Justin Flores

---

From: [REDACTED]  
Sent: Friday, December 04, 2009 3:06 PM  
To: KXAN SalesJobs  
Subject: See attached resume for account executive position

Attachments: [REDACTED]

[REDACTED]

*9/11/09*

My purpose in writing this e-mail is to introduce myself to you and forward a copy of my resume as I am responding to your advertisement in the Austin American Statesman for an Account Executive in sales.

[REDACTED]

**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Monday, March 01, 2010 1:19 PM  
**To:** Denise Daniels; \_KXAN SalesJobs  
**Subject:** Senior Account Executive  
**Attachments:** CoverLetter - KXAN.doc; MCH Resume.doc

Hi Denise,

It's [REDACTED] here. I have had the pleasure of meeting you once when you were interviewing for the job at KXAN. I was an AE there for about four and a half years, but I moved to Houston briefly before you started. I'm currently working for KEYE and saw the ad you ran in SpotsnDots last week. I wanted to drop you a line and find out if it would make sense for us to discuss the current opportunity you have available.

Please let me know if we can get together or if I can give you a call at your convenience.

[REDACTED]

**Rachel Steading**

---

**From:** hotjobs-admin@yahoo-inc.com  
**Sent:** Wednesday, September 30, 2009 4:26 AM  
**To:** Rachel Steading  
**Subject:** Your job has been posted [Job ID: 4188411\_1].

**YAHOO! hotjobs** Recruitment Center

Your job has been posted

Dear Rachel Steading,

Your job, TV Sales Account Executive [IO Number: 4188411\_1], has been posted on Yahoo! HotJobs and the Austin American-Statesman Web site. It will be posted from 30 Sep 2009 through 30 Oct 2009.

Use this web address to edit your job:

<http://partner.hotjobs.yahoo.com/rdv/JP190.php?>

[JOB\\_ID=14499093&ACCOUNT\\_ID=576542&USER\\_ID=105902&VERSION=2&SIGNATURE=5xikRb6vVQRA3tmxixpqFA](http://partner.hotjobs.yahoo.com/rdv/JP190.php?JOB_ID=14499093&ACCOUNT_ID=576542&USER_ID=105902&VERSION=2&SIGNATURE=5xikRb6vVQRA3tmxixpqFA)

We recommend you provide a full description of the position. This will help you target the right job seekers. You can also edit your contact information.

Please keep this email -- you will need it to manage your posting.

To view your job on Yahoo! HotJobs, visit:

[http://hotjobs.yahoo.com/jobseeker/jobsearch/job\\_detail.html?  
job\\_id=JKYVBRBHAOF&partner=coxaustin](http://hotjobs.yahoo.com/jobseeker/jobsearch/job_detail.html?job_id=JKYVBRBHAOF&partner=coxaustin)

Thank you for choosing Yahoo! HotJobs and Austin American-Statesman for your recruiting needs.

The Yahoo! HotJobs Team

If you would like to change your email address on file with us, please contact your Account Representative.

To read our privacy policy, please [click here](#)

To see our frequently asked questions page, click here: <http://help.yahoo.com/help/hotjobs>  
For questions, advertising information, or to provide feedback, email: [membersu@hotjobs.com](mailto:membersu@hotjobs.com)

Copyright © 2009 Yahoo! HotJobs. All rights reserved.  
Yahoo! HotJobs is located at 701 First Avenue, Sunnyvale CA 94089

2009-07

**Rachel Steading**

---

**From:** Rachel Steading  
**Sent:** Monday, September 28, 2009 12:22 PM  
**To:** Chrysta Hudson  
**Subject:** For our job listings  
**Importance:** High

Can you post this today please?

KXAN/KNVA/KBVO/LIN Austin has an immediate opening for an Account Executive for KBVO-TV, My Network TV affiliate. This candidate's responsibility will be new business development. If you consider yourself a highly self motivated individual, looking for the opportunity to grow with a start up station, this is the position for you. College degree and broadcast sales experience preferred. Knowledge with VCI, One Domain, Matrix, ESA, and Marshall Marketing is a plus. Send resume to:  
Sales Jobs, 908 W. MLK Blvd, Austin, TX 78701, Or email [Salesjobs@kxan.com](mailto:Salesjobs@kxan.com). No phone calls please. EOE.

Thanks!

**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:** craigslist.org [noreply@craigslist.org]  
**Sent:** Monday, September 28, 2009 12:28 PM  
**To:** Rachel Steading  
**Subject:** Your craigslist posting "Sales Account Executive"



Confirmation for Posting ID# 1396472270  
Your Credit Card payment has been accepted.  
Your payment confirmation number is: 10521025 Please print this page for your records.

---

Posting ID: 1396472270  
Date: 2009-09-28

Receipt to:  
Rachel Steading  
908 W. MLK 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

Qty: 1 austin jobs posting -- Total: 25.00

Your ad, titled "Sales Account Executive," has been posted as follows:  
<http://austin.craigslist.org/sls/1396472270.html> (sales 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/1396472270/a4e77>

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!

**ADVERTISING INSERTION ORDER - AUSTIN COMMUNITY NEWSPAPERS**

*Account Executive*

COMPANY **KXAN NEWS**

ACCT#

DATE **10/26/09**

TIME

ADDRESS **908 WEST MILK BLVD.**

PO#

ENTERED BY

**MICHELE COLLINS**

NO. **05**

TOWN/ST/ZIP **AUSTIN TX 78701**

EPS#

SALES REP

**GRAPHICS**

CONTACT **RACHEL**

CLASSIFICATION # **HELP WANTED AD**

PAYMENT

BILL CLIENT  CASH  CHECK

TEL **703-5221**

EXT

IDENTIFICATION

CREDIT CARD

EMAIL

EXPIRES

TYPE  ROP  25% PLACEMENT  CLASSIFIED SECTION **HELP WANTED AD**

AD SIZE **BROADSHEET** 2.00 COL X 3.00 IN = TOTAL INCHES **6** SPECIAL SIZE

CONTRACT

6X  13X  26X  52X

SPECIAL SECTION  INSERT

AD SIZE **TABLOID**  FULL  HALF-VERT  HALF-HORIZ  QUARTER  1/8TH  OTHER

OTHER

COLOR  1 COLOR  2 COLOR  FULL COLOR

ROBIN HOOD LEADER  TUES 1/13

TH 10/29

SAT 10/31

RUN DATES

Pg

SPACE COST

RATES \$

OTHER

TOTAL

PRUGERVILLE BELAS \$0.00

WESTLAKE PIONEER \$0.00

LAKE TRAVIS VIEW \$0.00

NORTH LAKE TRAVIS LOD \$0.00

CEDAR PARK CITIZEN \$0.00

LEANDER LEDGER \$0.00

BASTROP ADVISER \$0.00

THE SUMMIT LEADER \$0.00

INSTRUCTIONS

AD RUNNING THURSDAY, SATURDAY & TUESDAY 2X3 TOTAL COST \$383.40

## Position 4

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

2009-3,4,7,10

[Fill out for each full-time vacancy]

Job Title of Vacancy:

Sales Account Executives

Recruitment Source That Referred the Hiree:

KXAN.com, AWRT

Date Vacancy Opened:

March 31, 2009

Date Vacancy Filled:

continued recruitment

Total Number of Persons Interviewed for the Vacancy:

41

## 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	7	no
Craig's List	<a href="http://www.craigslist.com">http://www.craigslist.com</a>	Jim Buckmaster	415-566-6394	3	no
KXAN.com	908 W. MLK Blvd Austin, TX 78701	Rachel Steading	512-476-3636	7	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
TAB	502 E. 11 <sup>th</sup> Street, Ste 200, Austin, TX 78701	Craig Bean	512-322-9944	2	no
National Sales Network	1701 S. Mays St, Round Rock, TX 78664	Antoine Johnson			no
UT & UT Career Fair	1 University Station, Austin, TX 78712	Lauren Deaton, Mike Brendt		5	no
Spots N Dots	167 Oakdale Rd, Johnson City, NY 13790	Gene McKay		4	no
Round Rock Leader	Terry Schaub	1015 S. Mays, Ste 100, Round Rock, TX 78664			no
Austin Chronicle	PO Bos 49066, Austin TX 78765	Louis Black			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]	AWRT	12	[REDACTED]	Internal posting
2	[REDACTED]	UT	13	[REDACTED]	unknown
3	[REDACTED]	LIN	14	[REDACTED]	UT
4	[REDACTED]	AWRT	15	[REDACTED]	Craig's List
5	[REDACTED]	Consultant referral	16	[REDACTED]	AWRT
6	[REDACTED]	AWRT	17	[REDACTED]	KXAN.com
7	[REDACTED]	KXAN.com	18	[REDACTED]	TAB
8	[REDACTED]	UT	19	[REDACTED]	UT
9	[REDACTED]	UT	20	[REDACTED]	KXAN.com
10	[REDACTED]	Craig's List	21	[REDACTED]	TAB
11	[REDACTED]	KXAN.com	22	[REDACTED]	Craig's List

\*\*\*\*\* 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	[REDACTED]	LIN	34	[REDACTED]	Hotjobs
24	[REDACTED]	internal posting	35	[REDACTED]	Spots N Dots
25	[REDACTED]	AWRT	36	[REDACTED]	KXAN.com
26	[REDACTED]	AWRT	37	[REDACTED]	Hotjobs
27	[REDACTED]	internal posting	38	[REDACTED]	Hotjobs
28	[REDACTED]	internal posting	39	[REDACTED]	LIN
29	[REDACTED]	internal posting	40	[REDACTED]	AWRT
30	[REDACTED]	internal posting	41	[REDACTED]	internal posting
31	[REDACTED]	Spots N Dots			
32	[REDACTED]	Spots N Dots			
33	[REDACTED]	Spots N Dots			

2009-3.4.7.10

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

<p><b>KXAN Account Executive</b></p> <p style="text-align: center;"><i>*</i></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 style="text-align: center;"><i>*</i></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: SalesJobs@kxan.com LIN TV Austin 908 W. MLK Jr. Blvd Austin, TX 78701 EOE</p>

11/17/09  
10  
LINA CRISTINA

Senior Account Executive

Sub-Headline

Count: 1760

KXAN/KNVA/KBOV is looking for this FT position

Short Headline

Count: 1705

Senior Account Executive

Dateline

Count: 140

AUSTIN

Street Address

City

State

Zip Code

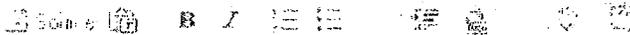
County

Country

Story Versions

Version 1 - Tue Feb 16 01:31:38 CST 2010 - Current - Michael Draupmann

Abstract Compare Story Abstracts



LIN Television (KXAN/KNVA-TV, Austin, TX), has an opening for a Senior Account Executive

Story Text Compare Story Body Text

Geocode this story



KXAN/KNVA/KBOV, LIN TV in Austin, TX, has an immediate opening for a senior account executive

Candidate should have great negotiating and new business development skills. Multi-platform experience a necessity, plus a good working knowledge of VCI, One Domain and Marshall Marketing. Minimum 3 years broadcast sales preferred. College degree required.

If you are a results-oriented, well-organized self-starter and want to be a part of dynamic sales force, please send your resume and cover letter to SalesJobs@kxan.com or Sales Jobs, KXAN/KNVA/KBOV, 900 W. MLK Jr. Blvd., Austin, TX 78701. No phone calls, please. EOE.

2009-2010  
Sale AE  
Continued  
Recruitment

2009-07

**Rachel Steading**

---

**From:** Rachel Steading  
**Sent:** Monday, September 28, 2009 12:22 PM  
**To:** Chrysta Hudson  
**Subject:** For our job listings  
**Importance:** High

Can you post this today please?

KXAN/KNVA/KBVO/LIN Austin has an immediate opening for an Account Executive for KBVO-TV, My Network TV affiliate. This candidate's responsibility will be new business development. If you consider yourself a highly self motivated individual, looking for the opportunity to grow with a start up station, this is the position for you. College degree and broadcast sales experience preferred. Knowledge with VCI, One Domain, Matrix, ESA, and Marshall Marketing is a plus. Send resume to:  
Sales Jobs, 908 W. MLK Blvd, Austin, TX 78701, Or email [Salesjobs@kxan.com](mailto:Salesjobs@kxan.com). No phone calls please. EOE.

Thanks!

**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.

**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Saturday, October 24, 2009 10:13 AM  
**To:** \_KXAN SalesJobs  
**Subject:** Research Director (Austin, TX)  
**Attachments:** RESUME 10 13 09.doc

<http://austin.craigslist.org/tfr/1434967340.html>  
tell me if I fit the mold. I have sold splits for KNBC.



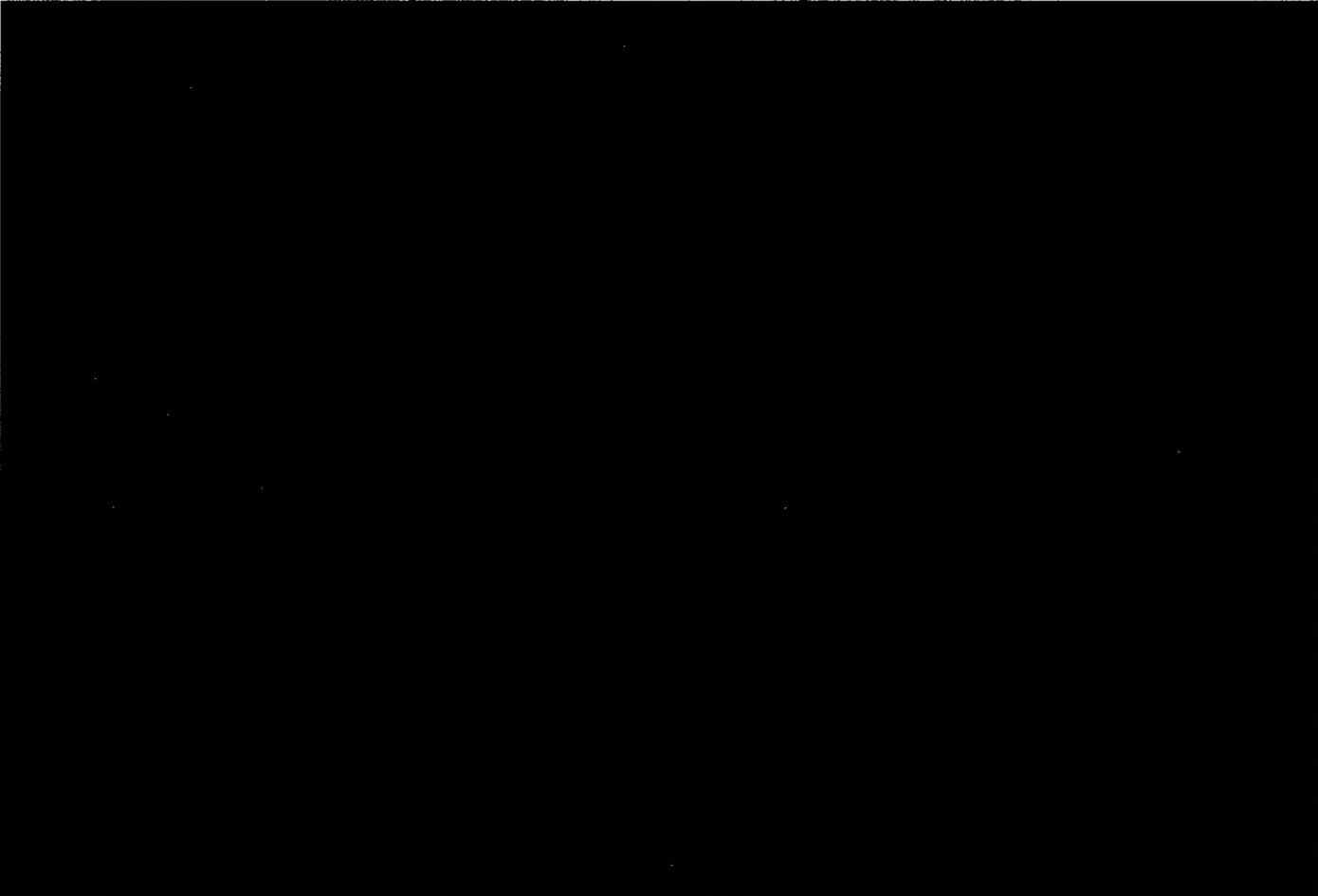
**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Saturday, October 24, 2009 5:02 PM  
**To:** \_KXAN SalesJobs  
**Subject:** Account Executive  
**Attachments:** [REDACTED]

Human Resources Department of KXAN:

This letter is to express my interest in discussing the Account Executive position found on KXAN's website. I believe that my experience will make me a competitive candidate. I have a



**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 16, 2009 4:02 PM  
**To:** KXAN SalesJobs  
**Subject:** Research Director KBVO  
**Attachments:** MegsResume.DOC; Media cover letter.docx

**To whom it may concern,**

**I looked on the KBVO TV website and noticed an interesting job position. If you don't mind taking a moment to look at my cover letter and resume that would be great.**

**Thank you,**

[REDACTED]

**Justin Flores**

**From:** [REDACTED]

**Sent:** Tuesday, February 23, 2010 3:55 PM

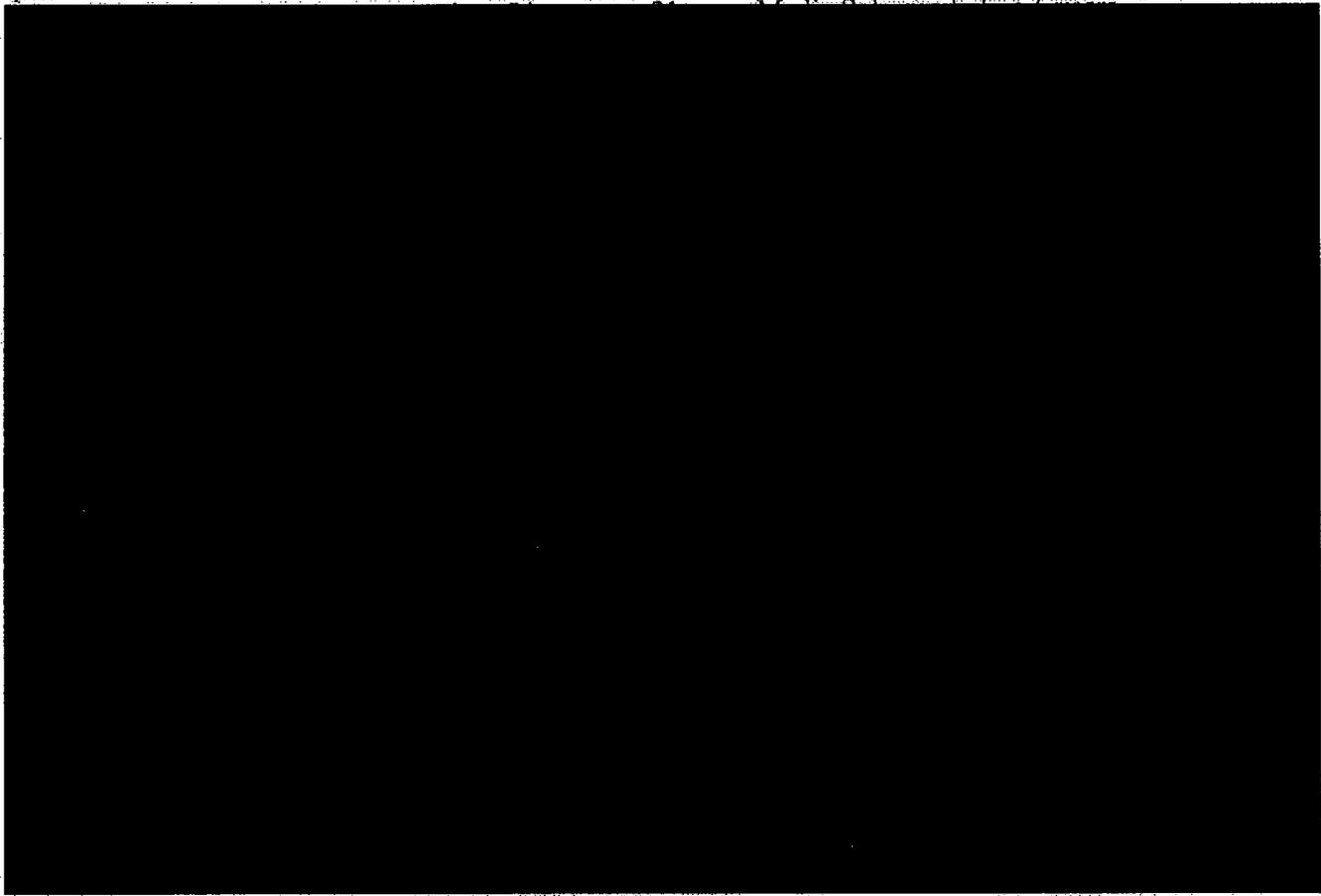
**To:** KXAN SalesJobs

**Subject:** senior Account Exeutive

**Attachments:** [REDACTED]

Good Afternoon,

I learned about your Senior AE opportunity on Spots & Dots and am anxious to get my credentials to you. Austin is an exciting place to live and was waiting for this opportunity, please consider me for this position.



Jim Gilloon

702-812-4146

5/24/2010

**Justin Flores**

**From:** [REDACTED]  
**Sent:** Thursday, January 14, 2010 3:20 PM  
**To:** \_KXAN SalesJobs  
**Subject:** Account Executive Position  
**Attachments:** [REDACTED]

1/14/2010

I read on your website of your need for a solid Account Executive. I am very interested in an opportunity with KXAN. I believe that your requirements fit my education, qualifications, and employment background very well.



Justin Flores

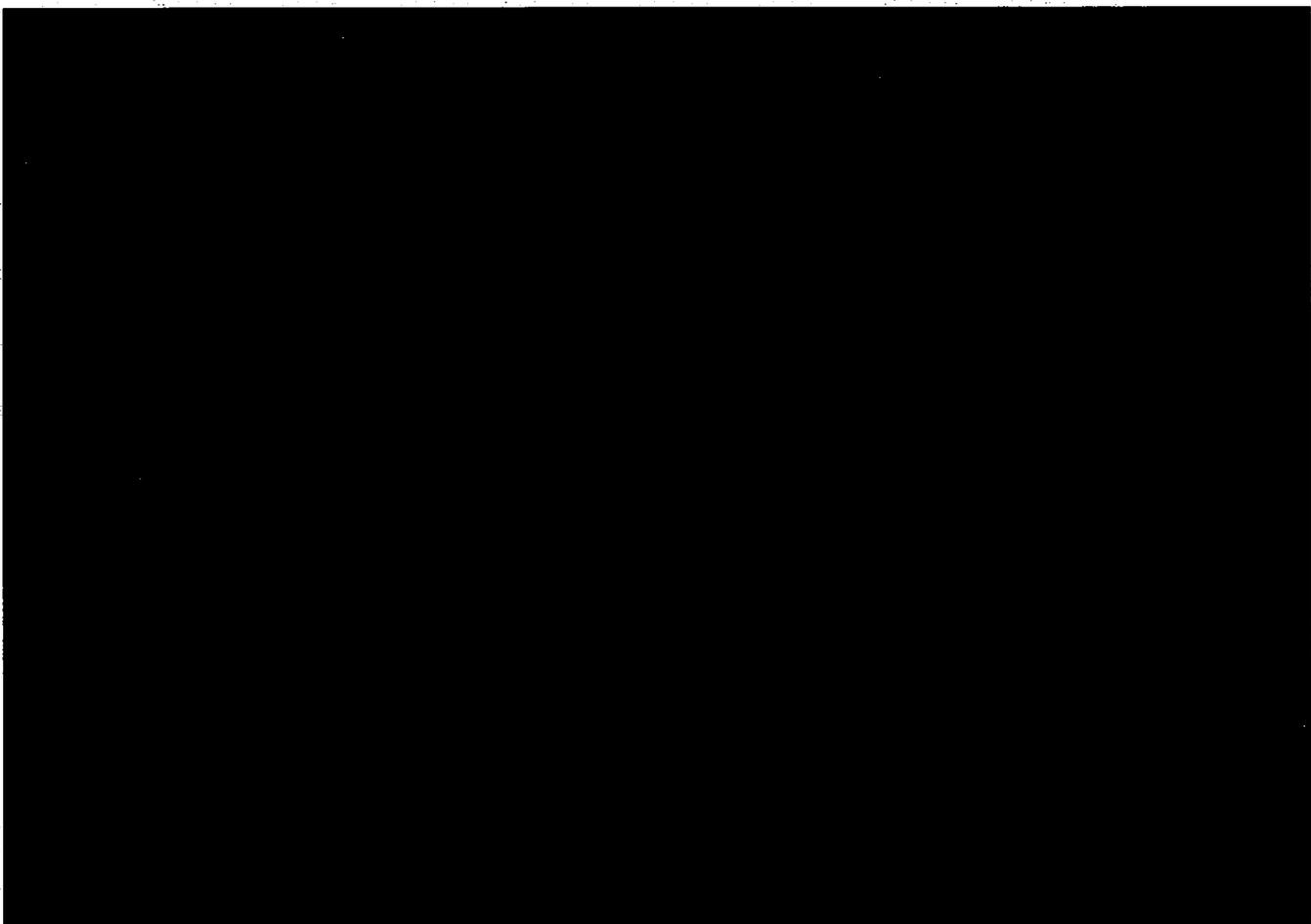
**From:** [REDACTED]  
**Sent:** Wednesday, February 24, 2010 10:35 PM  
**To:** Tom Michel  
**Cc:** \_KXAN SalesJobs  
**Subject:** Senior Account Executive position  
**Attachments:** [REDACTED]

February 24, 2010

Tom Michel  
Local Sales Manager  
KXAN / KNVA / KBVO  
908 W MLK Jr. Blvd  
Austin, TX 78701

Dear Mr. Michel,

As a highly effective Account Executive who excels in win/win negotiations with proven success with both agency and local clients, I am confident that my talents would be a great asset to KXAN/KNVA/KBVO as a Senior Account Executive as posted with Spots n' Dot



## Rachel Steading

---

**From:** craigslist.org [noreply@craigslist.org]  
**Sent:** Monday, September 28, 2009 12:28 PM  
**To:** Rachel Steading  
**Subject:** Your craigslist posting "Sales Account Executive"



Confirmation for Posting ID# 1396472270  
Your Credit Card payment has been accepted.  
Your payment confirmation number is: 10521025 Please print this page for your records.

---

Posting ID: 1396472270  
Date: 2009-09-28

Receipt to:  
Rachel Steading  
908 W. MLK 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

Qty: 1 austin jobs posting -- Total: 25.00

Your ad, titled "Sales Account Executive," has been posted as follows:  
<http://austin.craigslist.org/sls/1396472270.html> (sales 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/1396472270/a4e77>

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!

Account Executive

**ADVERTISING INSERTION ORDER - AUSTIN COMMUNITY NEWSPAPERS**

COMPANY **KXAN NEWS** ACCT# \_\_\_\_\_ DATE **10/26/09** TIME \_\_\_\_\_  
 ADDRESS **908 WEST MLK BLVD.** ENTERED BY \_\_\_\_\_  
 TOWN/ST/ZIP **AUSTIN, TX. 78701** SALES REP **MICHELE COLLINS** NO. **05**  
 CONTACT **RACHEL** GRAPHICS \_\_\_\_\_  
 TEL **703-5221** EXT. \_\_\_\_\_ CREDIT CARD \_\_\_\_\_  
 CELL \_\_\_\_\_ FAX \_\_\_\_\_  
 EMAIL \_\_\_\_\_  
 IDENTIFICATION \_\_\_\_\_  
 CLASSIFICATION # **HELP WANTED AD**  
 PAYMENT  BILL CLIENT  CASH  CHECK   
 CREDIT CARD \_\_\_\_\_

TYPE  ROP  25% PLACEMENT  CLASSIFIED SECTION **HELP WANTED AD** EXPIRES \_\_\_\_/\_\_\_\_/\_\_\_\_  
 AD SIZE BROADSHEET **2.00 COL X 3.00 IN = TOTAL INCHES 6** SPECIAL SIZE \_\_\_\_\_  
 SPECIAL SECTION  INSERT  
 AD SIZE TABLOID  FULL  HALF-VERT  HALF-HORIZ  QUARTER  1/8TH  OTHER \_\_\_\_\_  
 COLOR  1 COLOR  2 COLOR  FULL COLOR

	RUN DATES			RATES \$		
	PC1	SPACE COST	COLOR	OTHER	TOTAL	
<input checked="" type="checkbox"/> ROUND ROCK LEADER	11/2	\$109.20			\$109.20	
<input checked="" type="checkbox"/> PRUGERVILLE PLUNG	10/29	\$165.00			\$165.00	
<input type="checkbox"/> WESTLAKE PIGAYLINE	10/31	\$109.20			\$109.20	
<input type="checkbox"/> LAKE TRAVIS VIEW		\$0.00			\$0.00	
<input checked="" type="checkbox"/> NORTH LAKE TRAVIS LOG		\$0.00			\$0.00	
<input type="checkbox"/> CEDAR PARK CITIZEN		\$0.00			\$0.00	
<input type="checkbox"/> LEANDER LEDGER		\$0.00			\$0.00	
<input type="checkbox"/> BASTROP ADVER		\$0.00			\$0.00	
<input type="checkbox"/> THE SMITHVILLE TIMES		\$0.00			\$0.00	

**INSTRUCTIONS**  
 AD RUNNING THURSDAY, SATURDAY & TUESDAY 2X3 TOTAL COST \$383.40

Justin Flores

---

From: [REDACTED]  
Sent: Friday, December 04, 2009 3:06 PM  
To: KXAN SalesJobs  
Subject: See attached resume for account executive position

Attachments: [REDACTED]

[REDACTED]

*9 Herjobs*

My purpose in writing this e-mail is to introduce myself to you and forward a copy of my resume as I am responding to your advertisement in the Austin American Statesman for an Account Executive in sales.

[REDACTED]

**Justin Flores**

---

**From:** [REDACTED]  
**Sent:** Monday, March 01, 2010 1:19 PM  
**To:** Denise Daniels; \_KXAN SalesJobs  
**Subject:** Senior Account Executive  
**Attachments:** CoverLetter - KXAN.doc; MCH Resume.doc

Hi Denise,

It's [REDACTED] here. I have had the pleasure of meeting you once when you were interviewing for the job at KXAN. I was an AE there for about four and a half years, but I moved to Houston briefly before you started. I'm currently working for KEYE and saw the ad you ran in SpotsnDots last week. I wanted to drop you a line and find out if it would make sense for us to discuss the current opportunity you have available.

Please let me know if we can get together or if I can give you a call at your convenience.

[REDACTED]

**Rachel Steading**

---

**From:** hotjobs-admin@yahoo-inc.com  
**Sent:** Wednesday, September 30, 2009 4:26 AM  
**To:** Rachel Steading  
**Subject:** Your job has been posted [Job ID: 4188411\_1].

**YAHOO! hotjobs** | Recruitment Center

Your job has been posted

Dear Rachel Steading,

Your job, TV Sales Account Executive [IO Number: 4188411\_1], has been posted on Yahoo! Hotjobs and the Austin American-Statesman Web site. It will be posted from 30 Sep 2009 through 30 Oct 2009.

Use this web address to edit your job:

<http://partner.hotjobs.yahoo.com/rdt/JP190.php?>

[JOB\\_ID=14499093&ACCOUNT\\_ID=576542&USER\\_ID=105902&VERSION=2&SIGNATURE=5xtrb6vVQRA3tmxixpqFA](http://partner.hotjobs.yahoo.com/rdt/JP190.php?JOB_ID=14499093&ACCOUNT_ID=576542&USER_ID=105902&VERSION=2&SIGNATURE=5xtrb6vVQRA3tmxixpqFA)

We recommend you provide a full description of the position. This will help you target the right job seekers. You can also edit your contact information.

Please keep this email -- you will need it to manage your posting.

To view your job on Yahoo! HotJobs, visit:

[http://hotjobs.yahoo.com/jobseeker/jobsearch/job\\_detail.html?  
job\\_id=JKYVBRBHAQF&partner=coxaustin](http://hotjobs.yahoo.com/jobseeker/jobsearch/job_detail.html?job_id=JKYVBRBHAQF&partner=coxaustin)

Thank you for choosing Yahoo! HotJobs and Austin American-Statesman for your recruiting needs.

The Yahoo! HotJobs Team

If you would like to change your email address on file with us, please contact your Account Representative.

To read our privacy policy, please [click here](#)

To see our frequently asked questions page, click here: <http://help.yahoo.com/help/hotjobs>  
For questions, advertising information, or to provide feedback, email: [membersu@hotjobs.com](mailto:membersu@hotjobs.com)

Copyright © 2009 Yahoo! HotJobs. All rights reserved.  
Yahoo! HotJobs is located at 701 First Avenue, Sunnyvale CA 94089

2009-07

**Rachel Steading**

---

**From:** Rachel Steading  
**Sent:** Monday, September 28, 2009 12:22 PM  
**To:** Chrysta Hudson  
**Subject:** For our job listings  
**Importance:** High

Can you post this today please?

KXAN/KNVA/KBVO/LIN Austin has an immediate opening for an Account Executive for KBVO-TV, My Network TV affiliate. This candidate's responsibility will be new business development. If you consider yourself a highly self motivated individual, looking for the opportunity to grow with a start up station, this is the position for you. College degree and broadcast sales experience preferred. Knowledge with VCI, One Domain, Matrix, ESA, and Marshall Marketing is a plus. Send resume to: Sales Jobs, 908 W. MLK Blvd, Austin, TX 78701, Or email [Salesjobs@kxan.com](mailto:Salesjobs@kxan.com). No phone calls please. EOE.

Thanks!

**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:** craigslist.org [noreply@craigslist.org]  
**Sent:** Monday, September 28, 2009 12:28 PM  
**To:** Rachel Steading  
**Subject:** Your craigslist posting "Sales Account Executive"



Confirmation for Posting ID# 1396472270  
Your Credit Card payment has been accepted.  
Your payment confirmation number is: 10521025 Please print this page for your records.

---

Posting ID: 1396472270  
Date: 2009-09-28

Receipt to:  
Rachel Steading  
908 W. MLK 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

Qty: 1 austin jobs posting -- Total: 25.00

Your ad, titled "Sales Account Executive," has been posted as follows:  
<http://austin.craigslist.org/sls/1396472270.html> (sales 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/1396472270/a4e77>

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!

**ADVERTISING INSERTION ORDER - AUSTIN COMMUNITY NEWSPAPERS**

*Account Executive*

COMPANY **KXAN NEWS**

ACCT# \_\_\_\_\_

DATE **10/26/09** TIME \_\_\_\_\_

ADDRESS **908 WEST MLK BLVD.**

PO# \_\_\_\_\_

ENTERED BY \_\_\_\_\_

TOWN/ST/ZIP **AUSTIN, TX 78701**

EPS# \_\_\_\_\_

SALES REP **MICHELE COLLINS** NO. **05**

CONTACT **RACHEL**

CLASSIFICATION # **HELP WANTED AD**

GRAPHICS \_\_\_\_\_

TEL **703-5221**

EXT \_\_\_\_\_

**PAYMENT**

CELL \_\_\_\_\_

FAX \_\_\_\_\_

BILL CLIENT  CASH  CHECK

EMAIL \_\_\_\_\_

HELP WANTED AD

CREDIT CARD \_\_\_\_\_

**TYPE**  POP  25% PLACEMENT  CLASSIFIED SECTION

SPECIAL SIZE \_\_\_\_\_

EXPIRES \_\_\_\_\_

AD SIZE BROADSHEET **2.00** COL X **3.00** IN = TOTAL INCHES **6**

**CONTRACT**

6 X  13 X  26 X  52 X

SPECIAL SECTION  INSERT

AD SIZE TABLOID  FULL  HALF-VERT  HALF-HORIZ  QUARTER  1/8TH  OTHER \_\_\_\_\_

OTHER \_\_\_\_\_

**COLOR**  1 COLOR  2 COLOR  FULL COLOR

**RUN DATES**

**RATES \$**

	Run Dates	Rate	Space Cost	Color	Other	Total
<input checked="" type="checkbox"/> <b>ROBINO ROCK LEADER</b>	<input checked="" type="checkbox"/> TUES 10/26	18.20	\$109.20			\$109.20
	<input checked="" type="checkbox"/> TH 10/29	27.50	\$165.00			\$165.00
	<input checked="" type="checkbox"/> SAT 10/31	18.20	\$109.20			\$109.20
<input checked="" type="checkbox"/> <b>PRUSSERVILLE DELAG</b>			\$0.00			\$0.00
<input type="checkbox"/> <b>WESTLAKE PIONEER</b>			\$0.00			\$0.00
<input type="checkbox"/> <b>LAKE TRAVIS VIEW</b>			\$0.00			\$0.00
<input checked="" type="checkbox"/> <b>NORTH LAKE TRAVIS LODG</b>			\$0.00			\$0.00
<input type="checkbox"/> <b>CEDAR PARK CITIZEN</b>			\$0.00			\$0.00
<input type="checkbox"/> <b>LEANGER LEDGER</b>			\$0.00			\$0.00
<input type="checkbox"/> <b>BASTROP ADVISER</b>	<input type="checkbox"/> TH		\$0.00			\$0.00
	<input type="checkbox"/> SAT		\$0.00			\$0.00
<input type="checkbox"/> <b>THE SWINWILLE STUDIOS</b>			\$0.00			\$0.00

**INSTRUCTIONS**

AD RUNNING THURSDAY, SATURDAY & TUESDAY 2X3 TOTAL COST \$383.40

## Position 5

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

[Fill out for each full-time vacancy]

Job Title of Vacancy: Multi Platform Journalist

Recruitment Source That Referred the Hire: www.kxan.com

5

Date Vacancy Opened: April 1, 2009

Date Vacancy Filled: August 1, 2009

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?
www.austin.craigslist.org/	PO Box 225159; San Francisco, CA 94122	No specific contact	415-566-6394	0	No
www.kxan.com	908 West MLK Jr Blvd; Austin, TX 78701	Michael Fabac	512-703-5265	7	No
www.tviobs.com	P.O. Box 4116; Oceanside, CA 92052	info@tviobs.com	800-374-0119	2	No
www.medialine.com	PO Box 51909; Pacific Grove, CA	Mark Shilstone	800-237-8073	0	No
Frank N. Magid Associates	One Research Center; Marion, Iowa	Barbara Faye	319-377-7345	1	No
The NWT Group	3020 Lafayette, Houston, TX	Melanie Henry	817-987-3600	1	No
David Crane Agency	124 Ammons Drive, Raleigh, NC	Steve Swienckowski	919-870-9121	1	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

2009-05

Job Title of Vacancy: Multi Platform Journalist

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	[REDACTED]	www.majid.com	12	[REDACTED]	www.kxan.com
2	[REDACTED]	www.kxan.com	13		
3	[REDACTED]	www.kxan.com	14		
4	[REDACTED]	www.tjobs.com	15		
5	[REDACTED]	www.nowhiringtalent.com	16		
6	[REDACTED]	www.kxan.com	17		
7	[REDACTED]	<del>www.kxan.com</del> TJB	18		
8	[REDACTED]	www.tjobs.com	19		
9	[REDACTED]	www.davidcraine.com	20		
10	[REDACTED]	www.kxan.com	21		
11	[REDACTED]	www.kxan.com	22		

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

KXAN Austin News  
Blanket Ad Request Form

2009-#5

Position: Full-time Multi-Platform Journalist

Department: News

Requested by: Michael Fabac

Where to run:  kxan.com

~~Austin American Statesman (TV web on Sunday)~~

Texas Association of Broadcasters

RTNDA.ORG

NABJ.ORG

NAHJ.ORG

TVJobs.com (Free service)

MediaLine (Free Service)

~~Talent Dynamics.com (\$100)~~

*Austin  
craigobert.com*

**To read as follows:**

KXAN Austin News is now accepting résumés for a FT multi-platform journalist.

MPJ will be produce and publish TV & online content from the field and develop/coordinate online content to compliment TV coverage.

Journalism degree with broadcast & print experience is preferred.

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

KXAN TV  
MPJ 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: 4-1-09

2009-05

**KXAN/KXNV/A continued:**

<p><b>Maintenance Engineer</b></p>	<p><b>Mark Dunham</b></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/ LIN Television is an Equal Opportunity Employer. Send resume to: Chief Engineer, KXAN-TV, 908 W. MILK Blvd, Austin, TX 78701 Fax (512) 476-1520, <a href="mailto:engineeringjobs@kxan.com">engineeringjobs@kxan.com</a></p>
<p><b>Brand Manager</b></p>	<p><b>Tish Salimi</b></p>	<p>This position works closely with the Marketing Director in the development and execution of multi-media station campaigns. You are the brand expert and responsible for maintaining the station brand on all marketing elements on-air, web, print, radio and new media. You will manage multiple projects and take an idea from concept to completion in a fast paced, creative environment. Duties include writing, editing, shooting, budget management, outside media buys and strategic planning. Must have strong organizational and communication skills. You will directly supervise producers on station image, sweeps promos, station events and news topicals. You will work in cooperation with the News, Programming and Sales departments. Must be proficient in AVID, Photoshop, Excel and able to work flexible hours including nights and weekends when needed. College degree or equivalent work experience needed. Qualified candidates only are asked to send a resume with cover letter, salary requirements, references and a non-returnable DVD/VHS tape to: Brand Manager Opening, KXAN Austin News, 908 W. MILK Blvd, Austin, TX 78701</p>
<p><b>Multi Platform Journalist</b></p>	<p><b>Michael Fabac</b></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 MILK Blvd, Austin, TX 78701. <a href="mailto:Newsjobs@kxan.com">Newsjobs@kxan.com</a>. No phone calls please. EEO</p>

2009 - # 5  
~~#~~ 13

Multi-Platform Journalist

Sub-Headline

KXAN Austin News is looking for this FT position

Count 1/50

Short Headline

Multi-Platform Journalist

Count 1/40

Date/Time

AUSTIN (KXAN)

Count 1/40

Street Address

City

State

Zip Code

County

Country

Story Versions

Version 1 - Wed Apr 08 09:55:21 CDT 2009, Current - Blank Shell

Abstract



LIN Television (KXAN/NVA-TV, Austin, TX, has an opening for a Multi-Platform Journalist

Story Text

Geocode this story



KXAN Austin News is now accepting resumes for a full time multi-platform journalist.

MPJ will be produce and publish TV and online content from the field and develop/coordinate online content to compliment TV coverage Journalism degree with broadcast and print experience is preferred. Qualified candidates only should send a resume with cover letter, salary requirements, references and non-returnable writing and video examples of their work to

KXAN TV  
MPJ Opening  
908 West MLK Blvd  
Austin, TX 78701