

**KXAS –TV, DALLAS/FORT WORTH**  
**TRACKING REPORT – 7/1/98 THROUGH 12/31/98**

**Section 2 – Q&A**

1. Total number of open positions from 7/1/98 through 12/31/98 – 27
9. KXAS has not experienced any specific problem(s) with its referral sources.
10. Sources Added Since Last Report:

**Mayor's Committee on Person's with Disabilities**  
**The City of Fort Worth**  
**1000 Throckmorton Street**  
**Fort Worth, TX 76102**  
**Contact: R. A. Wade**

**University of Texas at Arlington**  
**Box 19107**  
**700 W. Second St.**  
**Arlington, TX 76019-0107**  
**Contact: Karin McCallum**

**Texas A&M University**  
**College of Liberal Arts**  
**College Station, TX 77843-4111**  
**Contact: Jill Raupe**

**Paul Quinn College**  
**3837 Simpson Stuart Rd.**  
**Dallas, TX 75241**  
**Contact: Prof. Taylor**

**No Outside Referral Sources have been deleted since our last report.**

**Promotion Manager**

**Total Number of Employee Referrals = 1**

**David Welsh referred by Michelle Fink, VP of Marketing**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Promotion Manager job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 0 of 4 = 0%**

**Female Applicants: 1 of 4 = 25%**

**Minority Candidates Interviewed: 0 of 4 = 0%**

**Female Candidates Interviewed: 1 of 4 = 25%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Andrea Creech)**

**General Recruitment Sources – Electronic Media Magazine, Broadcasting and Cable Magazine, ProMax**

**Did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Customer Service Representative**

**Total Number of Employee Referrals = 1 (Source not identified)**

**Total Number of Outside Referrals = 0**

**Number of Referrals Received from Each Outside Source = 0**

**Documentation with Referral Sources – The Customer Service Representative job posting was distributed to the referral sources on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 2 = 50%**

**Female Applicants: 2 out of 2 = 100%**

**Minority Candidates Interviewed: 1 out of 2 = 50%**

**Female Candidates Interviewed: 2 out of 2 = 100%**

**Minority Candidates Hired = 1 (Bobbie Stroud)**

**Female Candidates Hired = 1 (Bobbie Stroud)**

**KXAS did not utilize general recruitment sources to source candidates for this position. A candidate was identified from within the LIN Broadcasting organization and this candidate was subsequently hired into the customer service representative position.**

**KXAS did not utilize the Foundation for Minority Interests in Media Talent Bank to source candidates for this position.**

**Customer Service Representative**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Total Number of Referrals from each Outside Source = 0**

**Documentation with Referral Sources – The Customer Service Representative job posting was distributed to the referral sources on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 0 out of 1 = 0%**

**Female Applicants: 1 out of 1 = 100%**

**Minority Candidates Interviewed: 0 out of 1 = 0%**

**Female Candidates Interviewed: 1 out of 1 = 100%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Erica Hermann)**

**General recruitment sources were not used to source candidates for this position.**

**Hired candidate was an intern at KXAS working in the Community Affairs Department.**

**KXAS did not utilize the Foundation for Minority Interests in Media Talent Bank to source candidates for this position.**

### **Customer Service Representative**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Customer Service Representative job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 1 = 100%**

**Female Applicants: 1 out of 1 = 100%**

**Minority Candidates Interviewed: 1 out of 1 = 100%**

**Female Candidates Interviewed: 1 out of 1 = 100%**

**Minority Candidates Hired = 1 (LaShonda Walpool)**

**Female Candidates Hired = 1 (LaShonda Walpool)**

**KXAS did not utilize general recruitment resources to source candidates for this position. Ms. Walpool was sourced from Channel 39, a sister station to KXAS in the LIN Broadcasting group.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Associate Producer**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 1**

**Number of Referrals from each Outside Source**

**Texas Association of Broadcasters = 1**

**Documentation with Referral Sources – The Associate Producer job posting was distributed to the referral sources listed on the attached list. One candidate, Molly Anderson, was referred to KXAS by the Texas Association of Broadcasters. This candidate contacted us directly. There was no contact from Texas Association of Broadcasters.**

**Minority Applicants: 1 out of 11 = 9.10%**

**Female Applicants: 10 out of 11 = 90.9%**

**Minority Candidates Interviewed: 1 out of 11 = 9.10%**

**Female Candidates Interviewed: 10 out of 11 = 90.9%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 2 (Christine Thomas, Alison Stanley)**

**General Recruitment Sources were not used to source candidates for this position.**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**News Desk Assistant**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 2 (Texas Association of Broadcasters)**

**Number of Referrals from each Outside Source**

**Texas Association of Broadcasters = 2**

**Documentation with Referral Sources – The News Desk Assistant posting was distributed to the referral sources identified on the attached list. Two candidates, William Pena and Robert Streeter contacted KXAS directly at the Texas Association of Broadcasters Job Fair held on September 4, 1998 and applied for the News Desk Assistant position.**

**Minority Applicants: 2 out of 6 = 33.33%**

**Female Applicants: 4 out of 6 = 66.67%**

**Minority Candidates Interviewed: 2 out of 6 = 33.33%**

**Female Candidates Interviewed: 4 out of 6 = 66.67%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Denise Petty)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to fill this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Design Director**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Design Director job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 0 out of 5 = 0%**

**Female Applicants: 0 out of 5 = 0%**

**Minority Candidates Interviewed: 0 out of 5 = 0%**

**Female Candidates Interviewed: 0 out of 5 = 0%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 0**

**General Recruitment Sources – Advertisement in Electronic Media Magazine**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

### Customer Service Representative

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Customer Service Representative job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 4 = 25%**

**Female Applicants: 4 out of 4 = 100%**

**Minority Candidates Interviewed: 1 out of 4 = 25%**

**Female Candidates Interviewed: 4 out of 4 = 100%**

**Minority Candidates Hired = 1 (Katrina Robinson)**

**Female Candidates Hired = 1 (Katrina Robinson)**

**General Recruitment Sources – KXAS did not utilize any general recruitment sources to fill this position. The sales management team identified an internal candidate from the news assignment desk as a qualified candidate.**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**News Director**

**Total Number of Employee Referrals = 1**

**Kim Godwin-Webb referred by Tom Cairns, VP Employee Relations TVSD**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The News Director job posting was distributed to the referral sources identified in the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 2 = 50%**

**Female Applicants: 1 out of 2 = 50%**

**Minority Candidates Interviewed: 1 out of 2 = 50%**

**Female Candidates Interviewed: 1 out of 2 = 50%**

**Minority Candidates Hired = 1 (Kim Godwin-Webb)**

**Female Candidates Hired = 1 (Kim Godwin-Webb)**

**General Recruitment Sources – KXAS did not utilize general recruiting sources for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

### **Graphic Designer**

**Total Number of Employee Referrals = 0**

**Total Number of Outside referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Graphic Designer job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 2 = 50%**

**Female Applicants: 2 out of 2 = 100%**

**Minority Candidates Interviewed: 1 out of 2 = 50%**

**Female Candidates Interviewed: 2 out of 2 = 100%**

**Minority Candidates Hired = 1 (Antoinette Ford)**

**Female Candidates Hired = 1 (Antoinette Ford)**

**General Recruitment Sources – Electronic Media**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Accounting Coordinator**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Accounting Coordinator position was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 3 = 67%**

**Female Applicants: 3 out of 3 = 100%**

**Minority Candidates Interviewed: 2 out of 3 = 67%**

**Female Candidates Interviewed: 3 out of 3 = 100%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Nikki Hale)**

**General Recruitment Sources – KXAS advertised this position in the Star Telegram.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Regional Account Manager**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 1 (TCU Job Board)**

**Number of Referrals from Each Outside Source**

**TCU Job Board = 1**

**Documentation with Referral Sources – The Regional Account Manager posting was distributed to the referral sources identified on the attached list. Candidate Cyndee Neece contacted KXAS directly after seeing the position posted on the TCU Job Board.**

**Minority Applicants: 4 out of 12 = 33.33%**

**Female Applicants: 5 out of 12 = 41.67%**

**Minority Candidates Interviewed: 4 out of 12 = 33.33%**

**Female Candidates Interviewed: 5 out of 12 = 41.67%**

**Minority Candidates Hired = 1 (Vicki Nickerson)**

**Female Candidates Hired = 1 (Vicki Nickerson)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to fill this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

### Character Generator Operator

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Posting = 0**

**Documentation with Referral Sources – The Character Generator Operator job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 2 = 50%**

**Female Applicants: 2 out of 2 = 100%**

**Minority Candidates Interviewed: 1 out of 2 = 50%**

**Female Candidates Interviewed: 2 out of 2 = 50%**

**Minority Candidates Hired = 1 (Rose Limon-Marshall)**

**Female Candidates Hired = 1 (Rose Limon-Marshall)**

**General Recruitment Sources – KXAS relied solely on its internal job posting system to source candidates for this position. Both candidates were internal candidates.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**News Production Assistant**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The News Production Assistant job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 4 = 50%**

**Female Applicants: 3 out of 4 = 75%**

**Minority Candidates Interviewed: 2 out of 4 = 50%**

**Female Candidates Interviewed: 3 out of 4 = 75%**

**Minority Candidates Hired = 1 (Lynn Wiley)**

**Female Candidates Hired = 1 (Lynn Wiley)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to fill this position.**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Weekend Anchor/Reporter**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Total Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Weekend Anchor/Reporter job posting was distributed to the outside referrals on the attached list. There was no further contact between KXAS and the outside referrals.**

**Minority Applicants: 1 out of 2 = 50%**

**Female Applicants: 2 out of 2 = 100%**

**Minority Candidates Interviewed: 1 out of 2 = 50%**

**Female Candidates Interviewed: 2 out of 2 = 100%**

**Minority Candidates Hired = 1 (Deborah Ferguson)**

**Female Candidates Hired = 2 (Deborah Ferguson and Pam Harris)**

**General Recruitment Sources – KXAS hired internal candidates. None used.**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Assistant News Director**

**Total Number of Employee Referrals = 3**

**Diane Doctor referred by Tom Cairns, VP Employee Relations TVSD**

**Caroline Claeys referred by Tom Cairns, VP Employee Relations TVSD**

**Tim Geraghty referred by Tom Cairns, VP, Employee Relations TVSD**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Assistant News Director job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 5 = 40%**

**Female Applicants: 2 out of 5 = 40%**

**Minority Candidates Interviewed: 2 out of 5 = 40%**

**Female Candidates Interviewed: 2 out of 5 = 40%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Caroline Claeys)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources for this position.**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

### **Graphic Designer**

**Total Number of Employee Referrals = 3**

**J'Nevelyn Hough referred by Rose Marshall, Chyron Operator**

**Fred Moore referred by Mike Berry, Design Manager**

**Steve Szczycki referred by Stephanie Forand, Graphic Coord.**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Graphic Designer job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 8 = 25%**

**Female Applicants: 2 out of 8 = 25%**

**Minority Candidates Interviewed: 2 out of 8 = 25%**

**Female Candidates Interviewed: 2 out of 8 = 25%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (J'Nevelyn Hough)**

**General Recruitment Sources – Electronic Media Magazine was utilized to advertise for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

### Local Account Manager

**Total Number of Employee Referrals = 0**

**Total Number of Outside referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Local Account Manager job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 9 = 22.22%**

**Female Applicants: 5 out of 9 = 55.55%**

**Minority Candidates Interviewed: 2 out of 9 = 22.22%**

**Female Candidates Interviewed: 5 out of 9 = 55.55%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 0**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to recruit for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Local Account Manager**

**Total Number of Employee Referrals = 2**

**Michelle Pisecco referred by Charmaine Hill, Local Account Manager**

**Terra Ness referred by Julia O’Hickey, Sales Manager**

**Total Number of Outside Referrals = 2**

**Number of Referrals from Each Outside Source**

**2 – Texas Christian University job posting board**

**Documentation with Referral Sources – The Local Account Manager posting was distributed to the referral sources identified on the attached list. Two candidates, Kerri Bearden and John Bollman applied to this position through the Texas Christian University job board.**

**Minority Applicants: 2 out of 11 = 18.18%**

**Female Applicants: 7 out of 11 = 63.63%**

**Minority Candidates Interviewed: 2 out of 11 = 18.18%**

**Female Candidates Interviewed: 7 out of 11 = 63.63%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Amy Hodgson)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not use the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Writer/Producer**

**Total Number of Employee Referrals = 2**

**Barbara Bennett referred by Vicki Nickerson, Account Executive**

**Laura Ehlers referred by Andrea Creech, Promotion Manager**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Writer/Producer job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 5 = 20%**

**Female Applicants: 4 out of 5 = 80%**

**Minority Candidates Interviewed: 1 out of 5 = 20%**

**Female Candidates Interviewed: 4 out of 5 = 80%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 2 (Andrea Spearman and Laura Ehlers)**

**General Recruitment Sources – KXAS advertised this opportunity in Electronic Media.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**News Production Assistant**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The News Production Assistant job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 0 out of 1 = 0%**

**Female Applicants: 0 out of 1 = 0%**

**Minority Candidates Interviewed: 0 out of 1 = 0%**

**Female Candidates Interviewed: 0 out of 1 = 0%**

**Minority Candidates Hired = 0**

**Female candidates Hired = 0**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**News Videotape Editor**

**Total Number of Employee Referrals = 1**

**George Allen referred by Kim Spangler, Executive Producer**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The News Videotape Editor job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 1 = 100%**

**Female Applicants: 0 out of 1 = 0%**

**Minority Candidates Interviewed: 1 out of 1 = 100%**

**Female Candidates Interviewed: 0 out of 1 = 0%**

**Minority Candidates Hired = 1 (George Allen)**

**Female Candidates Hired = 0**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**News Photographer**

**Total Number of Employee Referrals = 2**

**Tara Taylor referred by Kim Godwin, VP News**

**Neftali Gonzalez referred by Juan Rodriguez, News Photographer**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The News Photographer job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 4 = 50%**

**Female Applicants: 2 out of 4 = 50%**

**Minority Candidates Interviewed: 2 out of 4 = 50%**

**Female Candidates Interviewed: 2 out of 4 = 50%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Tara Taylor)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Executive Producer**

**Total Number of Employee Referrals = 1**

**Corrie Harding referred by Kim Godwin, VP News**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Executive Producer job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 1 out of 2 = 50%**

**Female Applicants: 0 out of 2 = 0%**

**Minority Candidates Interviewed: 0 out of 2 = 0%**

**Female Candidates Interviewed: 0 out of 2 = 0%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 0**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Graphics Coordinator**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Graphics Coordinator job posting was distributed to the referral sources identified on the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 0 out of 1 = 0%**

**Female Applicants: 1 out of 1 = 100%**

**Minority Candidates Interviewed: 0 out of 1 = 0%**

**Female Candidates Interviewed: 1 out of 1 = 100%**

**Minority Candidates Hired: = 0**

**Female Candidates Hired = 1 (Stephanie Forand)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Associate Producer**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals from Each Outside Source = 0**

**Documentation with Referral Sources – The Associate Producer job posting was distributed to the referral sources identified on the attached list. There was no additional contact between KXAS and these organizations.**

**Minority Applicants: 2 out of 4 = 50%**

**Female Applicants: 4 out of 4 = 100%**

**Minority Candidates Interviewed: 2 out of 4 = 50%**

**Female Candidates Interviewed: 4 out of 4 = 100%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 1 (Dannette Munro)**

**General Recruitment Sources – KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**

**Camera Operator(Part-Time)**

**Total Number of Employee Referrals = 0**

**Total Number of Outside Referrals = 0**

**Number of Referrals for Each Outside Source = 0**

**Documentation with Referral Sources – The Camera Operator job posting was distributed to the referral sources identified in the attached list. There was no further contact between KXAS and these organizations.**

**Minority Applicants: 0 out of 1 = 0%**

**Female Applicants: 0 out of 1 = 0%**

**Minority Candidates Interviewed: 0 out of 1 = 0%**

**Female Candidates Interviewed: 0 out of 1 = 0%**

**Minority Candidates Hired = 0**

**Female Candidates Hired = 0**

**General Recruitment Sources –KXAS did not utilize general recruitment sources to source candidates for this position.**

**KXAS did not utilize the Foundation of Minority Interests in Media Talent Bank to source candidates for this position.**