

ANNUAL EEO PUBLIC FILE REPORT

Covering the period April 1, 2005 - March 31, 2006

KBMT is an Equal Opportunity Employer

I N D E X

- Appendix 1** **List of Full-Time Positions Filled, Interviewee and other Data**
- Appendix 2** **List of Recruitment Sources and Interviewee Data**
- Appendix 3** **Supplemental Recruitment Activities**
- Appendix 4** **Recruitment sources used for each full-time position
Listed per job position**

NOTICE

Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KBMT to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Elizabeth West at KBMT- TV, P.O. Box 1550, Beaumont, Texas 77704. KBMT is an Equal Opportunity Employer.

APPENDIX 1

To

ANNUAL EEO PUBLIC FILE REPORT

Covering the period from April 1, 2005 to March 31, 2006

Station Comprising Station Employment Unit: KBMT

1. Full-time Position Filled By Job Title:

ANCHOR/REPORTER

Date Filled: April 11, 2005

Recruitment Sources of Hiree:

TVJobs

Total Number of Interviewees From All Sources For This Position:

5

2. Full-time Position Filled By Job Title:

ANCHOR/REPORTER

Date Filled: April 18, 2005

Recruitment Sources of Hiree:

TVJobs

Total Number of Interviewees From All Sources For This Position:

12

3. **Full-time Position Filled By Job Title:**

PRODUCER (5P)

Date Filled: April 18, 2005

Recruitment Sources of Hiree:

Called KBMT inquiring as to job openings

Total Number of Interviewees from All Sources for this Position:

8

4. **Full-time Position Filled by Job Title:**

NEWS PHOTOGRAPHER

Date Filled: June 1, 2005

Recruitment Sources of Hiree:

Promoted from within

Total Number of Interviewees From All Sources For This Position:

5

5. **Full-time Position Filled by Job Title:**

ENGINEERING TECHNICIAN

Date Filled: June 16, 2005

Recruitment Sources of Hiree:

SETX.com

Total Number of Interviewees from All Sources for this Position:

5

6. **Full-time Position Filled by Job Title:**

ANCHOR/REPORTER

Date Filled: June 21, 2005

Recruitment Sources of Hiree:

Agent-Caruso & Company

Total Number of Interviewees from All Sources for this Position:

5

7. **Full-time Position Filled by Job Title:**

ACCOUNTING CLERK

Date Filled: July 28, 2005

Recruitment Sources of Hiree:

Beaumont Enterprise

Total Number of Interviewees From All Sources For This Position:

17

8. **Full-time Position Filled by Job Title:**

ANCHOR/REPORTER

Date Filled: August 26, 2005

Recruitment Sources of Hiree:

TVJobs

Total Number of Interviewees From All Sources For This Position:

5

9. **Full-time Position Filled by Job Title:**

PRODUCER (6 & 10P)

Date Filled: September 6, 2005

Recruitment Sources of Hiree:

Recruited by KBMT from resume submitted on another position ten months earlier.

Total Number of Interviewees From All Sources For This Position:

8

10. **Full-time Position Filled by Job Title:**

GENERAL ASSIGNMENTS REPORTER

Date Filled: November 29, 2004

Recruitment Sources of Hiree:

Called KBMT to see if there were any job openings.

Total Number of Interviewees From All Sources For This Position:

7

11. **Full-time Position Filled by Job Title:**

ACCOUNTING CLERK

Date Filled: December 12, 2005

Recruitment Sources of Hiree:

Beaumont Enterprise

Total Number of Interviewees From All Sources For This Position:

9

12. **Full-time Position Filled by Job Title:**

GENERAL ASSIGNMENTS REPORTER

Date Filled: January 3, 2006

Recruitment Sources of Hiree:

Beaumont Enterprise

Total Number of Interviewees From All Sources For This Position:

7

13. **Full-time Position Filled by Job Title:**

NEWS PHOTOGRAPHER

Date Filled: February 6, 2006

Recruitment Sources: KBMT Employee Referral

Total Number of Interviewees From All Sources For This Position

4

*******TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:**

97

APPENDIX 2

To

ANNUAL EEO PUBLIC FILE REPORT

Covering the period from April 1, 2005 to March 31, 2006

Station Comprising Station Employment Unit: KBMT

Section 2: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

***If a job position title is listed more than once by a Recruitment Source this indicates that there was more than one opening for that position between April 1, 2005 and March 31, 2006.

<u>Recruitment Source</u>	<u># of Interviewees This Source Provided</u>	<u>Full-time Positions This Source Was Utilized</u>	<u>Referred Person Hired?</u>
Television Week Marc Abrams 6500 Wilshire Blvd. Suite 2300 Las Angeles, CA 90048 Phone: (323) 370-2415 mabrams@crain.com			
LamarWorks Lamar University P.O. Box 10043 Beaumont, TX 77710 Phone: (409) 880-7011			
Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 Phone: (409) 237-8073 www.medialine.com			
TVJobs	2	Anchor/Reporter	yes
Mark Holloway	4	Anchor/Reporter	yes
P.O. Box 4116	1	Anchor/Reporter	no
Oceanside, CA 92052	4	Anchor/Reporter	yes
Phone: (877) 988-9808	5	General Assign. Reporter	no
www.tvjobs.com	5	General Assign. Reporters	no

**Texas Association
Of Broadcasters
Craig Bean
502 East 11th Street
Suite 200
Austin, TX 78701
Phone: (512) 322-9944
www.tab.org**

Beaumont Enterprise	2	News Photographer	no
ATTN: Netta Dumas	2	Engineering Technician	no
380 Walnut	9	Accounting Clerk	yes
Beaumont, TX 77701	1	News Photographer	no
Phone: (409) 833-3311	6	Accounting Clerk	yes

****Texas Workforce Commission
ATTN: Job Posting Dept.
2901 Turtle Creek Drive
Suite 300
Pt. Arthur, TX 77642
Phone: (409) 839-8045**

****Beaumont NAACP
Mr. Samuel Bean
P.O. Box 1612
Beaumont, TX 77704
Phone: (409) 842-0294**

****Port Arthur NAACP
Rev. Raymond Scott
1001 Texas Avenue
Port Arthur, TX 77640
Phone: (409) 982-8040**

**McNeese College
ATTN: Career Services
Box 90780
Lake Charles, LA 70609
Phone: (318) 475-8004**

Lamar College of Orange
ATTN: Judy Choate
410 Front Street
Orange, TX
Phone: (409) 883-7750

Lamar College of Port Arthur
ATTN: Paula Gaspard
P.O. Box 310
Port Arthur, TX 77641
Phone: (409) 983-4921

****LULAC Council 4410**
Mr. Roberto Flores
2425 Buchanan
Beaumont, TX 77703
Phone: (409) 833-6592

www.Southeasttexas.com	2	News Photographer	no
Online ONLY	3	Engineering Technician	yes
No address/No phone	7	Accounting Clerk	no
	2	Accounting Clerk	no

^Mendes Napoli Agency	1	Anchor/Reporter	no
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Ms. Laurie Jacoby
1325 Avenue of Americas
NY, NY 10019
Phone: (310) 385-8222

^Britomart Associate
Ms. Betsy Mueller
P.O. Box 42515
Washington, D. C.
Phone: (301) 933-4600

^Mort Meisner & Associates
Mr. John Sprugel
10304 NE 97th Terrace
Kansas City, MO 64157
Phone: 816/781-8888

^David Crane Agency	1	Anchor/Reporter	no
Mr. Steve Swienkowski	2	Anchor/Reporter	no
124 Ammons Drive	1	Anchor/Reporter	no
Raleigh, NC 27615			
Phone: 919/870-9121			
^Media Alliance	1	Anchor/Reporter	no
Mr. Wm. LaPlante	1	Anchor/Reporter	no
24200 Chance Blvd.	1	Anchor/Reporter	no
Suite 1600			
Pompano Beach, Fl 33405			
Phone:			
^David Brunner & Associates	1	Anchor/Reporter	no
Mr. David Brunner			
P.O. Box 49732			
Neff, PA			
Phone: (610) 767-6183			
^Mattere & Associates			
Ms. Gloria Mattere			
11 East Adams, Suite 1600			
Chicago, IL 60603			
Phone: 312/440-0604			
^The Pond Group			
Mr. Larry Pond and			
Ms. Diane Harris			
11711 N. Meridian St., Suite 200			
Carmel, IN 46032			
Phone: 417/844-2200			
^Steve Caruso Agency	1	Anchor/Report	yes
Mr. Steve Caruso and			
Ms. Nancy Popkin			
1306 University Drive			
Yardley, PA 19067			
Phone: 215/369-2952			
^Liz Hart Agency			
Hart Talent & Management			
3905 State Street, Suite 7			
Santa Barbara, CA 93105			
Phone: 805/884-0144			

^Beverly Grant & Associates
Beverly Grant
P.O. Box 271084
Tampa, FL 33688
Phone: 813/960-2399

^Ken Linder & Associates
Mr. Ken Linder
Century Plaza Towers
2049 Century Park East
Suite 2750
Los Angeles, CA 90067
Phone: 310/277-9223

^Eatman Media Services
Mr. Todd Foos and
Ross Eatman
5901 N. Cicero Avenue, Suite 307
Chicago, IL 60646
Phone: 773/777-5463

^Joel Weisman & Associates
Mr. David Rosenberg
1901 Raymond Dr., Suit 6
Northbrook, IL 60062
Phone: 312/782-1212

^Willinger Agency	1	Anchor/Reporter	no
Mr. Gregg Willinger	1	Anchor/Reporter	no
875 Ave. of the Americas	1	Anchor/Reporter	no
Suite 1909			
NY, NY 10001			
Phone: 212/695-1950			

^Siegel & Weisman
Mr. David Rosenberg
1901 Raymond Drive
Suite 6
North Brook, IL 60062
Phone: (847) 400-5900

^NS Bienstock
Mr. Peter Goldberg
1740 Broadway
NY, NY 10019

Phone: (212) 765-3040

**^SP Management
Mr. Steve Porricelli
501 Westport Avenue
Suite 349
Norwalk, CT 06851
Phone: (203) 371-8820**

**^Rick Gevers & Associates
Mr. Rick Gevers
3905 Vincennes Road
Suite 303
Indianapolis, IN 46268
Phone: (317) 769-7900**

**^Clemensen & Sheehan
Mr. Joe Rovitto
4139 Windsor Road
Murrysville, PA 15668
Phone: (724) 733-3645**

**^Ken Venit & Associates
Mr. Ken Venit
185 Daniel Road
Hamden, CT 06517
Phone: (203) 281-6296**

**^Steve Kalb & Associates
Mr. Steve Kalb
P.O. Box 185597
Hamden, CT 06518
Phone: (203) 248-5263**

**^Lalonde Agency
Ms. Francine Lalonde
6133 Pebble Creek Drive
Fort Worth, TX 76180
Phone: (817) 514-9898**

**^Alfred Geller Media Consultants
Mr. Rob Jordan
6201 Fairview Road**

Suite 200
 Charlotte, North Carolina
 Phone: (704) 969-1150

^William Morris Agency
 Mr. Ken Slotnick
 1325 Avenue of the Americas
 New York, NY 10019
 Phone: (212) 586-5100

Southeast Texas Association
 Of Black Journalist
 Ms. Michelle McCalope
 525 IH-10 South
 Beaumont, TX 77701

Walk-In	1	Anchor/Reporter	no
KBMT Employee	1	Producer	no
	1	News Photographer	yes
	1	Producer	no
	1	Accounting Clerk	no
KBMT Recruited	3	Producer	no
	1	Anchor/Reporter	no
	7	Producer	yes
Referral by Friend	1	Anchor/Reporter	no
	1	Accounting Clerk	no
	1	Gen.Assign. Reporter	no
	1	Gen.Assign. Reporter	yes
Referral by KBMT Employee	1	Producer	no
	3	Photographer	yes
KBMT Job Opening Promo	2	Producer	yes
Applicant Called KBMT			

Inquiring about openings	1	Producer 5P	no
	1	Gen.Assign. Reporter	yes
	1	Gen.Assign. Reporter	no

TOTAL NUMBER OF PERSONS INTERVIEWED for all Full-Time Vacancies Filled During the Reporting Time Period

97

**** Indicates sources that have requested notification of job openings.
[PLEASE NOTE. Part-Time jobs are also posted with sources requesting notification of job opening, as noted herein, in addition to posting Part-Time job openings with other recruitment sources.]**

^ Indicates agencies used as recruitment sources for on-air talent and other specialized news staff.

APPENDIX 3

to

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Covering the period from April 1, 2005 to March 31, 2006

Station Comprising Station Employment Unit: KBMT

Section 1: Supplemental (non-vacancy specific) Recruitment Activities Undertaken by KBMT.

Description of Activities:

- 1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

KBMT had two interns during the reporting period both of which were Lamar University students. One served during April and May, 2005, the second served during July and August, 2005.

- 2. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

KBMT annually contributes to funds that are used by Southeast Texas Advertising Federation, Texas Association of Broadcasters and National Association of Broadcasters, Broadcast Education Division in administering scholarship programs for individuals interested in pursuing careers in broadcasting.

- 3. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

KBMT has training programs within the Production, Creative Services and News Departments whereby employees are trained for other positions and are promoted as personal ability and job openings warrant.

- 4. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

On February 22, 2006, Ray Jeffrey, Attorney at Law with the firm of Stumpf, Craddock, Massey & Pullman, San Antonio, Texas, came to Beaumont to provide a seminar to KBMT Department Managers, Directors, General Manager and EEO Officer regarding the various forms of illegal discrimination, as well as methods to safeguard against such practices. The seminar also included a question and answer session.

- 5. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.**

KBMT listed its Production Manager which includes managing Creative Services, Promotions and Community Services opening in Television Week and online with TAB, TVJobs, MediaLine.

APPENDIX 4

To

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Covering the period from April 1, 2005 to March 31, 2006

Station Comprising Station Employment Unit: KBMT

Recruitment sources of each full-time position filled by KBMT listed per job position.

1. ANCHOR/REPORTER

**Port Arthur NAACP
LULAC Council 4410
Texas Workforce Commission
LamarWorks
Beaumont NAACP
TVJobs
The Pond Group
Rick Gevers & Associates
Mattere & Associates
Kenn Venit & Associates
Napoli Management Group
Beverly Grant & Associates
William LaPlante Agency
David Crane Agency
Clemensen & Sheehan
Eatman Media Services**

2. ANCHOR/REPORTER

**TVJobs
Medialine
Texas WorkForce Commission
LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP
LamarWorks
Mort Meisner & Associates
Caruso & Company**

**David Crane Agency
Hart Talent & Management
Britomart Associates
Rick Gevers & Associates
Ken Linder & Associates
Eatman Media Services
The Pond Group
Materre & Associates
Ken Venit & Associates
Beverly Grant & Associates
Clemensen & Sheehan
Steve Kalb & Associates
Siegel & Weisman
William Morris Agency
Alfred Geller Media Consultants
Mendes Napoli Agency
Francine Lalonde Agency
Willinger Talent
DB & Associates
Steve Porricelli Agency
Media Alliance
NS Bienstock**

3. PRODUCER (5P)

**Beaumont NAACP
LULAC Council 4410
Port Arthur NAACP
Texas Workforce Commission
Lamar Works
Beaumont Enterprise
KBMT on-air Job Opening Promo**

4. NEWS PHOTOGRAPHER

**Texas WorkForce Commission
LamarWorks
Port Arthur NAACP
LULAC Council 4410
Beaumont NAACP
Beaumont Enterprise
www.southeasttexas.com**

5. ENGINEERING TECHNICIAN

**Texas WorkForce Commission
LamarWorks
Beaumont NAACP
Port Arthur NAACP
LULAC Council 4410
Beaumont Enterprise
www.southeasttexas.com
KBMT on-air Job Opening Promo**

6. ANCHOR/REPORTER

**LamarWorks
LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP
Texas WorkForce Commission
Willinger Agency
William LaPlante Agency
David Crane Agency
Caruso & Company
Gevers & Associates
Mort Meisner & Associates
The Pond Group
Hart Talent & Management
Ken Linder & Associates
Eatman Media Services**

7. ACCOUNTING CLERK

**www.southeasttexas.com
Beaumont Enterprise
Lamar College of Orange
LamarWorks
Texas WorkForce Commission
LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP**

8. ANCHOR/REPORTER

Medialine

**TVJobs
LamarWorks
LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP\
Texas WorkForce Commission**

9. PRODUCER (6&10P)

**Texas WorkForce Commission
Beaumont NAACP
Port Arthur NAACP
LULAC Council 4410
LamarWorks
KBMT Recruited
The Pond Group
Rick Gevers & Associates
Mattere & Associates
Kenn Venit & Associates
Napoli Management Group
Beverly Grant & Associates
Eatman Media Services
David Crane Agency
Clemensen & Sheehan**

10. GENERAL ASSIGNMENTS REPORTER

**LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP
LamarWorks
Texas WorkForce Commission
www.southeasttexas.com
Lamar State College of Orange
Lamar State College of Port Arthur
McNeese State College Career Services
Medialine
TVJobs
Southeast Texas Association of Black Journalist**

11. ACCOUNTING CLERK

Beaumont Enterprise

www.southeasttexas.com

Beaumont NAACP
Port Arthur NAACP
LULAC Council 4410
Texas WorkForce Commission
Southeast Texas Association of Black Journalist
LamarWorks
Lamar College of Orange
Lamar College of Port Arthur
McNeese State College Career Services

12. GENERAL ASSIGNMENTS REPORTER

LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP
LamarWorks
Texas WorkForce Commission
www.southeasttexas.com
Lamar State College of Orange
Lamar State College of Port Arthur
McNeese State College Career Services
Medialine
TVJobs
Southeast Texas Association of Black Journalist

13. NEWS PHOTOGRAPHER

Beaumont Enterprise
LULAC Council 4410
Beaumont NAACP
Port Arthur NAACP
Southeast Texas Association of Black Journalist
Texas WorkForce
LamarWorks
Lamar State College of Orange
McNeese State College Career Services

KBMT – TV
Channel 12 of Beaumont, Inc.
525 Interstate 10 South
Beaumont, TX 77701

Narrative Statement

KBMT assesses its supplemental recruitment activities on a regular basis in a commitment to its “equal employment opportunity” standing.

KBMT, market 140, located in the Beaumont/Port Arthur, TX area of Southeast Texas incurred major physical damage due to Hurricane Rita and with much of this area only now getting back to a semblance of normalcy still conducted supplemental EEO recruitment activities during the two-year period prior to the filing of this license renewal through established appropriate means. Noting, however, that due to extensive hurricane damage all job and career fairs that were planned and scheduled on an annual basis by educational institutes in Southeast Texas, were unable to be held. Further, that said job/career fairs normally are attended by KBMT as another means of outreach activity.

During this period, KBMT filled 14 full-time job openings. Posting each position with various sources including those who have requested notification such as Texas WorkForce Commission, NAACP and LULAC. In addition to these notifications, notices utilizing a range of newspaper advertisements, listings through internet sources (i.e. southeasttexas.com, TVJobs, Medialine, TAB, etc.), educational institutions (i.e. Lamar University, McNeese State College, Lamar State College, etc.), talent/management agencies and organizations as Texas Association of Broadcasters and Association of Black Journalist have been widely used.

KBMT has an internship program whereby students from Lamar University are engaged in acquiring production, promotion and newsroom skills to accommodate experience and interest in future broadcasting employment.

The station has in place a training program within the Production, Creative Services and News Departments whereby employees may learn various equipment and other responsibilities qualifying them for higher level positions, as personal ability and job openings warrant.

Legal professionals continue to provide training to KBMT management level personnel of ongoing and updated information regarding various forms of illegal discrimination and methods by which to safeguard against such practices ensuring equal employment opportunities.

KBMT, during this reporting period, listed its upper-level position of Production Manager which includes management of Creative Services, Promotions and Community Services in Television Week periodical and with Texas Association of Broadcasters, TVJobs and Medialine.

KBMT also contributes to funds that are used by Southeast Texas Advertising Federation, Texas Association of Broadcasters and National Association of Broadcasters, Broadcast Education Division in administering scholarship programs for individuals interested in pursuing careers in broadcasting.

KBMT is committed to a widespread notification and recruitment program for all full and part-time job positions. And remains committed as an equal opportunity employer holding to a high standard of discrimination prevention supported by analyzing and assessing our efforts on a regular basis.