**South Texas Public Broadcasting, Inc.**

**KEDT TV/FM & KVRT FM**

**3205 South Staples Street**

**Corpus Christi, Texas 78411**

**Annual EEO Report: April 1st, 2023 – March 31st, 2024**

**\*South Texas Public Broadcasting, Inc. is an Equal Opportunity Employer\***

The following are a list of all full-time vacancies filled by the station between:

**April 1st, 2023- March 31st, 2024**. Each position is identified by job title.

Position: **Director of Digital Services**  **Date of Hire**: **6.19.2023**

* Recruitment Source for Hired: **Referral**

Recruitment sources used to publicize the opening for:

**Director of Digital Services**

* American G.I. Forum: National Veterans Outreach Program, Inc.
* Corporation for Public Broadcasting (CPB)
* Del Mar College
* KEDT/Website/Facebook/Twitter
* LULAC National Education Service Center
* National Education Telecommunications Association (NETA)
* Texas Association of Broadcasters (TAB)
* Texas A&M University- Central Texas
* Texas A&M University Corpus Christi
* Texas A&M University-Kingsville
* Texas A&M University International
* Texas A&M University San Antonio
* Texas Rehabilitation Commission
* Texas Workforce Commission: Workforce Solutions of the Coastal Bend
* The University of Texas at Austin
* The University of Texas Rio Grande Valley

Total Number Interviewed**: 3**

Recruitment Source for All Interviewees:

* **General Referral (1)**
* **KEDT/Website/Facebook/Twitter (1)**
* **General Job Search (1)**

**South Texas Public Broadcasting, Inc.: KEDT TV/FM & KVRT FM**

**Address and Contact Information for Recruiting Sources**

**American G. I. Forum**

**National Veterans Outreach Program, Inc.**

611 N. Flores, Suite 100

San Antonio, Texas 78205

**Corporation for Public Broadcasting (CPB)**

**CPB Jobline**
401 9th Street, NW
Washington, DC
20004-2129

<https://www.cpb.org/jobline>

**Del Mar College**

**Career Resource Center**

101 Baldwin Blvd.

Corpus Christi, Texas

Del Mar College Student Employment System: DMC Job Bank

[www.delmar.edu/placement](http://www.delmar.edu/placement)

**LULAC National Education Service Center**

**Job Placement Department**

400 Mann St. #513

Corpus Christi, Texas 78401-2046

Phone: (361) 883-5134

Fax: (361) 883-8749

**National Education Telecommunications Association (NETA)**

**Careers in Public Media Job Bank**

P.O. Box 50008

Columbia, South Carolina 29250

[www.neta.org](http://www.neta.org)

**South Texas Public Broadcasting, Inc.**

**KEDT**

**Facebook/Twitter/Website/FM On-Air Spot**

3205 South Staples Street

Corpus Christi, Texas 78411

[www.kedt.org](http://www.kedt.org)

**Texas A& M University-Central Texas**

**Human Resources**

1001 Leadership Place

Killeen, Texas 76549

[www.handshake.com](http://www.handshake.com)

**Texas A&M University Corpus Christi**

**Career Services**

6300 Ocean Drive

University Center, 304

Phone: 361-825-2628

[www.handshake.com](http://www.handshake.com).

**Texas A&M University-Kingsville**

**Career Services**

700 University Blvd.

MSC 106

Kingsville, Texas 78363

Phone: 361-593-2132

[www.handshake.com](http://www.handshake.com)

**Texas A&M University International**

**Office of Career Services**

5201 University Boulevard

Student Center (STC) 114

Laredo, Texas 78041

[www.handshake.com](http://www.handshake.com)

**Texas A&M University- San Antonio**

**Mays Center**

One University Way

San Antonio, Texas 78224

Phone: 210-784-1000

[www.handshake.com](http://www.handshake.com)

**Texas Association of Broadcasters (TAB)**

**TAB Job Bank**

Ann Arnold Center
502 East 11th Street, Suite 200
Austin, TX 78701
Phone: (512) 322-9944

<https://www.tab.org/job-bank>

**Texas Rehabilitation Commission**

**Job Placement Department**

4410 Dillion Lane, Ste. 44

Corpus Christi, Texas 78415

**Texas Workforce Commission**

**Workforce Solutions of the Coastal Bend**

Administrative Offices

520 N. Staples

Corpus Christi, Texas 78401
Office 361-885-3016

 Fax 361-885-3025

[www.workintexas.com](http://www.workintexas.com)

**The University of Texas at Austin**

**Career Services**

103 West 24th Street

Austin, Texas 78712

[www.handshake.com](http://www.handshake.com)

**The University of Texas Rio Grande Valley**

**UTRGV Career Center**

ESTAC 2.101

Edinburg, Texas 78539

[www.handshake.com](http://www.handshake.com)

**EEO Initiatives:**

**South Texas Public Broadcasting System, Inc. Staff engaged in the following outreach activities during the period of: April 1, 2023 – March 31, 2024.**

***Career/ Job Fairs***

* **April 28th, 2023**: President & General Manager, Don Dunlap participated in the **Texas A&M University-Kingsville College of Engineering Job Fair & Senior Project Contest**. The event provided the opportunity for students to learn about non-traditional engineering jobs in the broadcasting field and present their Senior Projects. The job fair was made available to all **Engineering students**.
* September 12th, 2023: KEDT Business Manager, Jesenia McQueen and Director of Digital Services, Prachi Vashisht participated in the **Del Mar College’s Career and College Readiness Kiosk** which was made available to **Del Mar College Students** and alumni.
* **October 4th, 2023**: KEDT Business Manager, Jesenia McQueen participated in the **Texas A&M University Corpus Christi Coastal Bend First Career Fair** which was made available to **Texas A&M University Corpus Christi Students**, alumni and the general public.
* **October 11th, 2023**: KEDT Director of FM Programming, Lon Gonzalez participated in the **Texas A&M University Corpus Christi Business, Liberal Arts & Health Career Fair** which was made available to **Texas A&M University Corpus Christi Students**, alumni and the general public.
* **February 21st, 2024**: KEDT Business Manager, Jesenia McQueen and Lon Gonzalez, Director of FM Programming participated in the **Texas A&M University Corpus Christi Business, Liberal Arts & Health Career Fair** which was made available to **Texas A&M University Corpus Christi Students**, alumni and the general public.

***Establishment of Internships***

***Texas A&M University Corpus Christi Internship Program*: South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Texas A&M University Corpus Christi** signed a contract establishing an internship program between the two entities. The internship provides an opportunity for 1 student from Texas A&M University Corpus Christi to work at the KEDT Studio and gain experience in the field of radio broadcasting and production.

* **Spring 2023:** A **Texas A&M University student** worked at KEDT during ***Spring 2023*** semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM.**
* **Spring 2024:** A Texas A&M University student worked at KEDT during the ***Spring 2024*** semester with KEDT FM Staff through the internship partnership between **Texas A&M University Corpus Christi and KEDT TV/FM**.

***Del Mar College Internship***

* **Spring 2023**: **South Texas Public Broadcasting System, Inc. / KEDT TV/FM and Del Mar College** established an internship position in the TV Production area for 1 **Del Mar College** **Student** majoring in the area of Radio & TV Production for the ***Spring 2023*** semester. A student intern from **Del Mar College** gained hands-on experience in the TV Production field for the ***Spring 2023***with the partnership between KEDT and Del Mar College.

***Listing of Upper Level Job Opening***

* **April 12th, 2023**: KEDT listed the *Director of Digital Services* opening on the **CPB (Corporation for Public Broadcasting)** and the **TAB (Texas Association for Broadcasters)** websites for potential employee candidates to view and apply. Both websites make job posting accessible to minorities and women candidates throughout the country.

***EEO Training for Management***

* **September 2023**: KEDT staff and management completed the Corporation for Public Broadcasting (CPB), Harassment in the Workplace Prevention training using the CPB’s EVERFI module.
* **March 7th, 2024**: KEDT Business Manager, Jesenia McQueen participated in the Del Mar College Small Business Center virtual training webinar, ***Cross-Generational Management & Leadership*** presented by Dr. Chris Ardusser of AGDA Consulting.
* **March 14th, 2024***:*KEDT Business Manager, Jesenia McQueen participated in the University of Texas San Antonio and Del Mar College Small Business Center virtual training webinar, ***Business Essentials Bootcamp Recruiting and Retention*** presented by Frank Lisenbee of Gravity Leadership and Management*.*

***Training Programs for Station Personal***

* **March 14th, 2024:** KEDT TV Producer, Josh Difiore attended the ***21st Century in the Arts Summit*** which focused on: financial literacy for organizations, development of policies for the use of Artificial Intelligence and the use of Artificial Intelligence in podcasting and other media productions.
* **Fall 2023**: KEDT Assistant Engineer, Frank Gutierrez enrolled in the ***Society for Broadcasting Engineer’s certification program.*** Upon completion of the program a certificate is awarded to participating students.

***Events Presented by Institutions of Higher Learning***

* **April 6th, 2023:** KEDT President & General Manager, Don Dunlap participated in the **Texas A&M University Graduate Student Minute Thesis Contest** in which he spoke to students about jobs in the broadcasting field.

***Educational Station Tours***

* **November 1st, 2024**: KEDT Vice-President, Myra Lombardo conducted a tour of the KEDT TV & FM Studios and spoke to **Leadership Portland members** regarding different careers in the radio and television broadcasting field.
* **February 9th, 2024**: KEDT TV Production Manager, Danny Conley conducted a tour of the KEDT TV & FM Studios and spoke to H.M King High School Journalism students regarding different careers in the radio and television broadcasting field.