

KENS-TV
EEO PUBLIC FILE REPORT
March 21, 2016 - March 20, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Producer (000593)	12, 20, 30, 44, 47, 78	47
Producer (Weekend) (000625)	1-2, 4-7, 9-15, 17-20, 22-24, 29-31, 33-39, 42-46, 48-73, 75-91	14
Border Reporter/MMJ (000934)	1-7, 9, 11-13, 15, 17-20, 22-24, 29-31, 33-40, 42-43, 45-46, 48-73, 75-91	30
Border Reporter/MMJ (000934)	1-7, 9, 11-13, 15, 17-20, 22-24, 29-31, 33-40, 42-43, 45-46, 48-73, 75-91	30
Producer/Director (000581)	1-2, 4-7, 9, 11-20, 22-25, 29-31, 33-39, 42-43, 45-46, 48-73, 75-91	20
Production Assistant (000827)	1-2, 4-7, 9-15, 17-19, 22-25, 29-31, 33-39, 42-43, 45-46, 48-91	14
Production Assistant (000827)	1-2, 4-7, 9-15, 17-19, 22-25, 29-31, 33-39, 42-43, 45-46, 48-91	14
Account Executive (000884)	1-2, 4-7, 9-13, 15, 17-20, 22-24, 29-31, 33-39, 42-43, 45-46, 48-73, 75-91	20
National Sales Assistant (000936)	1-2, 4-7, 9-15, 17-19, 22-25, 29-31, 33-39, 42-43, 45-46, 48-91	25
Digital Sales Specialist (000770)	1-2, 4-7, 9, 11-13, 15, 17-20, 22-24, 29-39, 41-43, 45-46, 48-73, 75-91	20
Consumer Insights & Marketing Strategist (000253)	1-2, 4-7, 9, 11-13, 15, 17-20, 22-24, 29-31, 33-39, 42-43, 45-46, 48-73, 75-91	20
Multi-Skilled Journalist (001039)	3-4, 6, 9, 12-13, 15, 17-20, 22-24, 30-31, 34, 36-38, 50, 52, 54, 58, 78, 81, 83, 85, 89	58
Digital Producer (001078)	4, 6-7, 9, 12-15, 17-20, 22-25, 30-31, 34, 37-38, 50, 52, 54, 78, 81, 83, 85, 89	14
Photographer/Editor (001095)	4, 6, 9, 12-15, 17-19, 21-25, 30-31, 34, 37-38, 50, 52, 54, 78-81, 83, 85, 89	21
Accounting Manager (001264)	4, 6-7, 12-13, 15, 17-19, 22-24, 30-31, 34, 37-38, 50, 52, 54, 78-81, 83, 85, 89	30
Account Executive (001351)	4, 6-7, 12-13, 15, 17-20, 22-24, 30-31, 34, 36-38, 50, 52, 54, 78-81, 83, 85, 89	20
Discovery Desk Editor (001600)	4, 6, 12-15, 17-20, 22-25, 28, 30-31, 34, 37-38, 41, 50, 52, 54, 78-81, 83, 85, 89, 92	20
Producer (001964)	4, 6-7, 12-13, 15, 17-19, 22-24, 30, 34, 37-38, 52, 54, 78-81, 83, 85, 89	30
Director of Market Development (001951)	4, 6-7, 12-13, 15, 17-20, 22-24, 30, 34, 37-38, 41, 52, 54, 78-81, 83, 85, 89	20
Multi-Skilled Journalist (001876)	4, 6-8, 12-15, 17-19, 22-24, 30, 34, 37-38, 52, 54, 78-81, 83, 85, 89	14

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Investigative MSJ (002255)	4, 6-7, 12-15, 17-19, 22-24, 30-31, 34, 36-38, 47, 52, 54, 78-81, 83, 85, 89	30
Discovery Desk Editor (002190)	4, 6-7, 12-13, 15, 17-19, 22-25, 28, 30-31, 34, 37-38, 52, 54, 78-81, 83, 85, 89, 92	28
Promotions Writer/Producer (002146)	4, 6-7, 12-13, 15, 17-20, 22-24, 27, 30-31, 34, 37-38, 41, 52, 54, 78-81, 83, 85, 89	20
Integrated Account Executive (002337)	4, 6-7, 12-13, 15, 17-20, 22-24, 30-31, 34, 37-38, 52, 54, 78-81, 83, 85, 89	20
Digital Campaign Specialist (002359)	4, 6-7, 12-13, 15, 17-19, 22-25, 30-31, 34, 37-38, 41, 52, 54, 78-81, 83, 85, 89	41
Digital Content Producer (002644)	4, 6, 12-15, 17-19, 22-26, 30-31, 34, 37-38, 52, 54, 78-81, 83, 85, 89	25
Photojournalist/Visual Storyteller (VSJ) (002052)	4, 6, 12-15, 17-19, 22-24, 30-31, 34, 37-38, 52, 54, 78-81, 83, 85, 89	14
Digital Content Producer (002644)	4, 6, 12-15, 17-19, 22-26, 30-31, 34, 37-38, 52, 54, 78-81, 83, 85, 89	14
Host (GDSA) (002515)	4, 6, 12-13, 15, 17-20, 22-24, 26, 30-31, 34, 37-38, 41, 52, 54, 78-81, 83, 85, 89	20
Account Executive (002625)	3-4, 6, 12-13, 15, 17-19, 22-24, 30-31, 34, 37-38, 41, 52, 54, 78-81, 83, 85, 89	3
Account Executive (002625)	3-4, 6, 12-13, 15, 17-19, 22-24, 30-31, 34, 37-38, 41, 52, 54, 78-81, 83, 85, 89	30

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Adjunct Website PO Box 130117 Ann Arbor, Michigan 48113 Url : http://www.adjunctnation.com Email : editor@adjunctadvocate.com Job Posting	N	0
2	African American Chamber of Commerce 1500 N Loop 1604 E San Antonio, Texas 78232 Phone : 210-490-1624 Url : http://www.aacsa.com Mary Smith Manual Posting	N	0
3	Agency Referral	N	3
4	Alamo Community College District 201 W. Sheridan San Antonio, Texas Phone : 210-486-5401 Url : http://www.alamo.edu Email : nlc-careers@alamo.edu Fax : 1-210-486-9209 Gilbert Palomo	N	0
5	Alamo Workforce Commission 115 E Travis STE 220 San Antonio, Texas 78205 Phone : 210-272-3260 Url : http://www.workforcesolutionsalamo.org Email : ghathaway@wsalamo.org Fax : 1-210-272-3290 Gale Hathaway	N	0
6	American Broadcasting School 712 N Watson Rd STE 200 Arlington, Texas 76011 Phone : 888-677-5227 Url : http://www.radioschoolonline.com Email : abs@radioschool.com Job Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	American Women in Radio & Television 5400 Fredericksburg Rd San Antonio, Texas 78229 Phone : 210-377-8732 Email : janastasio@kens5.com Jeff Anastasio	N	0
8	Austin Community College 5930 Middle Fiskville Rd Austin, Texas Phone : 512-223-7000 Url : http://www.austincc.edu Email : ethomson@austincc.edu Fax : 1-512-223-7133 Eva Thomsen	N	0
9	Avance of San Antonio 118 N. Medina 3rd Floor San Antonio, Texas Phone : 210734-7924 Url : http://www.avancesa.org Email : lrodriguez@avancesa.org Lilly Rodriguez	N	0
10	Baylor University PO Box 97353 Waco, Texas 76798 Phone : 254-710-8668 Url : http://www.baylor.edu Email : carolyn_muska@baylor.edu Carolyn Muska	N	0
11	California Association of Latinos in Broadcasting 5515 Melrose Ave c/o KHJ-TV Hollywood, California 90038 Phone : 800-232-5784 Fernando Del Rio Manual Posting	N	0
12	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Christian Assistance Ministry 110 McCullough San Antonio, Texas 78215 Phone : 210-223-1497 Url : http://www.christianassistanceministry.org Email : dwhite@cam-sa.org Dawn White	N	0
14	Corporate Office	N	25
15	CSB School of Broadcasting 9600 Great Hills Trail STE 2003 Austin, Texas 78759 Email : jobs@gocsb.com Jason Seale	N	0
16	Current Employee	N	2
17	Easter Seal Rehabilitation Center 2203 Babcock Rd San Antonio, Texas 78229 Phone : 210-532-5158 Email : carlosjmedina@hotmail.com Carlos Medina	N	0
18	Eastern New Mexico University 1200 W University Portales, New Mexico 88130 Phone : 505-562-2147 Email : career.services@enmu.edu Oscar Robinson	N	0
19	Ella Austin Community Center 1023 North Pine St San Antonio, Texas 78202 Phone : 210-224-2351 Email : devans@ellaaustin.org Denise Evans	N	0
20	Employee Referral	N	26
21	Former Employee	N	1
22	Goodwill Industries 406 W Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Email : bbalencia@goodwillsa.org Becky Balencia	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Guadalupe Community Center 1801 Ceasar Chavez San Antonio, Texas 78207 Phone : 210-222-1294 Url : www.ccaosa.org Email : pvela@ccaosa.org Patty Vela	N	0
24	Halfway House/Crosspoint, Inc. 225 E Locust St San Antonio, Texas Phone : 210-225-0864 Url : www.crosspoint.inc Email : kevin.downey@crosspointinc.us Kevin Downey	N	0
25	Indeed.com	N	19
26	Internal Candidate	N	2
27	Job Board	N	1
28	Job posting on internet	N	3
29	Journalism Jobs address pending San Francisco, California Phone : 510-653-1521 Url : http://www.journalismjobs.com Job Posting Manual Posting	N	0
30	KENS 5 5400 Fredericksburg Rd San Antonio, Texas 78229 Phone : 210-366-5000 Url : http://www.kens5.com Shannon Hunter Manual Posting	N	19
31	League of United Latin American Citizens 11514 Jones-Maltsberger San Antonio, Texas 78240 Phone : 210-403-9001 Url : www.reyfeoscholarship.com Email : raul@reyfeoscholarship.com Human Resources	N	0
32	Linked In	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Posting Manual Posting	N	0
34	Louisiana State University 1502 Ceba Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : www.lsu.edu/careercenter Email : amyc@lsu.edu Amy Caillouet	N	0
35	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-389-2000 Url : http://www.mediabistro.com Job Posting Manual Posting	N	0
36	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Customer Service Manual Posting	N	0
37	Mexican-American Legal Defense & Educational Fund 110 Broadway STE 300 San Antonio, Texas 78205 Phone : 210-224-5476 Email : jobs@maldef.org Career Services	N	0
38	Mississippi State University PO Box P Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Email : msuinfo@ur.msstate.edu Career Service Center	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	NAACP PO Box 200225 San Antonio, Texas 78220 Phone : 210-224-9222 Url : http://sanantonionaacp.org/ Job Bank Manager Manual Posting	N	0
40	National Association of Hispanic Journalist National Press Bldg STE 1193 Washington, District of Columbia 20045 Phone : 202-662-7144 Email : jobbank@nahj.org Joseph Torres	N	1
41	Non-Employee Referral	N	8
42	Office Team 9901 W Ih 10 Ste 230 San Antonio, Texas 78230 Phone : 210-696-2444 Job Posting Manual Posting	N	0
43	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 727-821-9494 Url : http://www.poynter.org Job Posting Manual Posting	N	0
44	Previous Applicant	N	2
45	San Antonio College 1300 San Pedro San Antonio, Texas 78212 Phone : 210-486-1500 Cassandra Segura Manual Posting	Y	0
46	San Antonio Express News PO Box 2171 San Antonio, Texas 78297 Phone : 210-250-2330 Classified Department Manual Posting	N	0
47	Self Referral	N	2

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48	SER, Jobs for Progress, Inc. of SA 1499 Hillcrest Dr San Antonio, Texas 78228 Phone : 210-433-7782 Nick Balderama Manual Posting	N	0
49	SFX Media Group 220 W 42nd St 10th Floor New York, New York 10036 Phone : 917-421-5273 Job Posting Manual Posting	N	0
50	Simply Hired 370 San Aleso Ave. #200 Sunnyvale, California 94085 Url : http://www.simplyhired.com Job Posting Manual Posting	N	0
51	Society for HR Management 1800 Duke Street Alexandria, Virginia 22314 Url : http://www.shrm.org Job Posting Manual Posting	N	0
52	Southwestern University PO Box 770 Georgetown, Texas 78627 Phone : 512-863-1344 Email : career.services@southwestern.edu Sharon Hehmen	N	0
53	SpotsNDots.com 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 April Causey Manual Posting	N	0
54	St. Mary's University 100 Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Email : career@stmarytx.edu Lauren McLeaird	N	0

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55	St. Phillips College 1801 Martin Luther King Dr San Antonio, Texas 78203 Phone : 210-531-3200 Job Posting Manual Posting	Y	0
56	Talent Agency - 3 Kings Entertainment 2202 Summer Wind Dr Sugar Land, Texas 77479 Phone : 704-544-4818 Url : http://3kingsentertainment.net/index.html Matthew Kingsley Manual Posting	N	0
57	Talent Agency - Bell Talent Agency 2180 Hassell Rd STE 207 Hoffman Estates, Illinois 60195 Phone : 847-882-2505 Url : http://www.belltalent.com Roger Bell Manual Posting	N	0
58	Talent Agency - Britomart Associates PO Box 42515 Washington, District of Columbia 20015 Phone : 301-933-4600 Url : http://www.britomart.com Betsy Mueller Manual Posting	N	1
59	Talent Agency - Burt Shapiro Management 2147 North Beachwood Dr Los Angeles, California 90068 Phone : 323-469-9452 Burt Shapiro Manual Posting	N	0
60	Talent Agency - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Michael Bille Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	Talent Agency - DB & Associates PO Box 353 Philadelphia, Pennsylvania 18065 Phone : 610-767-6183 David Brunner Manual Posting	N	0
62	Talent Agency - Eckert Talent Management 17 Ridge Blvd Rye Brook, New York 10573 Phone : 914-937-1719 Julie Eckhert Manual Posting	N	0
63	Talent Agency - Geller Media Management 250 W 57th New York, New York 10107 Phone : 212-246-1212 David Bordelon Manual Posting	N	0
64	Talent Agency - IF Management 152 West 57th St. 14th Floor New York, New York 10019 Phone : 212-265-7711 Url : http://www.ifmanagement.com Job Posting Manual Posting	N	0
65	Talent Agency - Ken Linder & Associates 2049 Century Park East #3050 Los Angeles, California 90067 Phone : 310-277-9223 Ken Linder Manual Posting	N	0
66	Talent Agency - Lorna Dave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 610-248-1317 John Derr Manual Posting	N	0
67	Talent Agency - Materre & Associates 3600 N. LaSalle STE 1122 Chicago, Illinois 60610 Phone : 312-440-0604 Gloria Materre Manual Posting	N	0

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68	Talent Agency - Mort Meisner & Associates 10304 NE 97th Terrace Kansas City, Missouri 64157 Phone : 816-781-8888 John Sprugel Manual Posting	N	0
69	Talent Agency - N.S. Bienstock, Inc. 1740 Broadway 24th Floor New York, New York 10019 Phone : 212-765-3040 R. Leibner Manual Posting	N	0
70	Talent Agency - Napoli Management 8844 West Olympic Blvd STE 100 Beverly Hills, California Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0
71	Talent Agency - Robert Jordan Talent Management 3845 Fairview Rd Charlotte, North Carolina 28210 Phone : 704-969-1150 Robert Jordan Manual Posting	N	0
72	Talent Agency - Signature Management Group 1327 W Washington STE 2H Chicago, Illinois 60607 Phone : 312-226-5552 M. Watts Manual Posting	N	0
73	Talent Agency - Talent Dynamics 8828 Stemmons STE 510 Dallas, Texas 75247 Phone : 214-630-9590 Sandra Connell Manual Posting	N	0
74	Talent Agency - William Morris Agency 1325 Ave of the Americas New York, New York 10019 Phone : 212-586-5100 Scott Wachs Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
75	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York Url : http://www.tvb.org Job Posting Manual Posting	N	0
76	Television Week Magazine PO Box 64000 Detroit, Michigan 48264 Phone : 323-370-2415 Marc Abrams Manual Posting	N	0
77	Texas A&M University 2471 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : http://HireAggies.com Placement Director Manual Posting	Y	0
78	Texas Association of Broadcasters 502 East 11th St STE 200 Austin, Texas 78701 Phone : 512-322-9944 Email : craig@tab.com Craig Bean	N	0
79	Texas Lutheran University 1000 West Court St Seguin, Texas 78155 Phone : 830-372-8178 Email : careers@tlu.edu Bonita Vinson	N	0
80	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Url : www.careerservices.txstate.edu Email : careerservices@txstate.edu Norma Guerra	N	0

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81	Texas/Alamo Workforce Commission 4535 E Houston St San Antonio, Texas 78220 Phone : 210-581-0190 Email : spring.mercadel@serjobssa.org Spring Mercadel	N	0
82	The Salvation Army 1324 South Flores San Antonio, Texas 78204 Phone : 210-223-6877 Job Posting Manual Posting	N	0
83	Trinity University 715 Stadium Dr #78 San Antonio, Texas 78212 Phone : 210-999-7011 Email : careerservices@trinity.edu Career Services	N	0
84	TV Spy 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-389-2000 Url : http://www.tvspy.com Job Posting Manual Posting	N	0
85	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Broadcast Employment Services	N	0
86	Unity Conference 1601 North Kent St STE 1003 Arlington, Virginia 22209 Phone : 703-469-2100 Anna Lopez Manual Posting	N	0

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87	University of Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-829-6005 Url : http://www.uiw.edu/ Placement Officer Manual Posting	Y	0
88	University of Texas @ San Antonio 5723 University Heights Blvd San Antonio, Texas 78249 Phone : 210-458-4593 Url : http://www.utsa.edu/ Bennett Grey Manual Posting	Y	0
89	University of Texas at Austin 1 University Station D7000 Austin, Texas 78712 Phone : 512-471-9421 Email : ccsrecruit@austin.utexas.edu Jennifer Hinojosa	N	0
90	Vista Vocational Resources 1222 N Main STE 804 San Antonio, Texas 78212 Phone : 210-575-9881 Joe Cepeda Manual Posting	Y	0
91	Waco Tribune-Herald 900 Franklin Ave Waco, Texas 76701 Phone : 254-757-5800 Job Posting Manual Posting	N	0
92	Walk In/Self-Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			122

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/12/2016	Participation in events sponsored by community groups	Pearce Primary School - Tour. Jack Acosta, our News Director, provided a tour to the students to share information on working in the news industry.	1	News Director
2	4/27/2016	Participation in events sponsored by community groups	KENS reporter, Marvin Hurst, represented KENS at the annual college and career fair at John Jay High School, a STEM focused school that has an active media program. Marvin shared information and answered questions regarding the media industry.	1	Reporter
3	5/9/2016	Provision of training to management	Annual Ethics Survey and Training Program. Management, finance, and sales personnel participated in this annual mandatory training program.	45	President & GM News Director Director of Sales Local Sales Manager
4	7/11/2016	Establishment of training programs for station personnel	Training with the investigative team at a sister station (KHOU). Priya Sridhar, one of our MSJ/Reporters, trained with the KHOU investigative team for 2 days to learn how to find story ideas, find consumer advocate stories, how to shoot/edit investigative stories, and how to use tools in her MMJ kit (GoPro, cube camera, etc.).	1	Reporter
5	8/4/2016	Participation in events sponsored by community groups	PRSA Professional Development Media Panel Luncheon. Monica served on a panel to give advice, share news tips and best practices on how to get news stories on air and how to navigate in a newsroom environment.	1	Executive Producer
6	8/5/2016	Participation in events sponsored by community groups	KENS reporter, Marvin Hurst attend the NABJ/NAHJ Unity Conference in Washington, D.C. In addition to attending the concurrent sessions regarding working in the media industry, he assisted with interviewing candidates at our corporate recruitment booth at the job fair.	1	Reporter

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7	8/10/2016	Establishment of an intern program designed to assist members of the community	News Fall Internship Program. KENS 5 hosted a fall intern from the University of North Texas in the news department. The intern learned various key functions of working in the newsroom, i.e. producing, editing, assignments desk, etc.	3	Intern News Director Asst. News Director
8	9/4/2016	Participation in events sponsored by community groups	Partnership with Communities in Schools. KENS 5 staff members at all levels are mentoring freshman students at John Jay High School from September 2016 through May 2017. KENS 5 staff members at all levels are mentoring freshman students at John Jay High School from September 2016 through May 2017.	15	News Director Asst. News Director Reporter Admin Assistant
9	9/26/2016	Establishment of training programs for station personnel	Content Transformation Summit - Jack Acosta, News Director, attended a 4-day corporate-led training to discuss how the organization would transform how we present the news. News Directors, Marketing Directors, and Digital Directors from various stations participated in the training.	1	News Director
10	10/4/2016	Provision of training to management	Workplace Violence Prevention & Situational Awareness Training - Director of HR attended the initial rollout of corporate -led training.	1	Director, HR
11	11/7/2016	Establishment of an intern program designed to assist members of the community	KENS 5 Fall/Spring Intern Program - GDSA. KENS 5 hosted an intern from the University of North Texas in the Great Day SA department. The intern is learning the functions of producing a live, daily entertainment show (i.e. generating segment ideas, producing, editing, etc.).	5	Executive Producer Producer Producer Intern
12	12/8/2016	Provision of training to management	Harassment Prevention Training - KENS leadership team participated in this corporate-led training to learn skills/techniques on how to prevent and/or address harassment.	12	President/GM Marketing Director Executive Producer Operations Manager

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13	2/27/2017	Participation in other activities designed by the station employment unit	Texas A&M Student Leadership Visit. KENS 5 leadership team hosted 50 students and faculty to share information about the media industry, how our organization fosters leadership and maintain ethical standards. KENS 5 leadership team hosted 50 students and faculty to share information about the media industry, how our organization fosters leadership and maintain ethical standards.	10	President & GM News Director Anchor/Reporter Assistant News Director