

KXII(TV)
EEO PUBLIC FILE REPORT
April 1, 2016 through March 31, 2017

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	www.kxii.com (station website)	N	13
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	11
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 NEWS JOBS ONLY	N	0
4	Gray Television Group Inc Dottie Boudreau 4370 Peachtree Road, NE Atlanta, GA 30319 404-266-8333 dottie@gray.tv <i>Source sends postings to other Gray stations.</i>	N	7
5	Internal Posting / Candidate	N	2
6	Walk In / Mail In / Unsolicited	N	0
7	Word of Mouth Referrals	N	11
8	Southeastern Oklahoma State University Scott Hensley/Kay Barber-Career Mngmt Ctr 1405 N 4 th / 425 W University Blvd Admin Bldg Rm 213 Durant, OK 74701 http://homepages.se.edu/careers/ phone 580-745-2270 fax 580-745-7486 / 580-745-7409 careers@se.edu new contact email eff 2/1/17	N	0
9	University of North Texas 801 N Texas Blvd Denton, TX 76201 https://www.myinterfase.com/unt_eaglenetwork/employer/home.asp 940-565-2000	Y	2

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10	Oklahoma State University Pam Ehlers 202 Whitehurst Stillwater, OK 74078 fax 405-945-9180 phone 405-744-5253 careers@okstate.edu	N	0
11	University of Texas Austin, TX https://www.myinterfase.com/hiretexas/employer/	N	0
12	Austin College Career Services-Margie Norman 900 N Grand Ave Sherman, TX career@austincollege.edu 800-526-4276	N	0
13	Texas A&M University / Texas A&M Commerce 1372 TAMU College Station, TX 77843 979-845-5139 https://tamu-csm.symplicity.com/employers/ P O Box 3011 Commerce, TX 75429 903-886-5110 https://www.myinterfase.com/tamuc/employer/	N	1
14	Grayson County Community College 6101 Grayson Dr Denison, TX 75020 https://www.collegecentral.com/grayson/ 903-465-6030	N	0
15	University of Oklahoma Erin Holder 550 Parrington Oval Norman, OK 73019 oucs@ou.edu 800-234-6868 fax 405-325-7627	N	0
16	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 dclark@beonair.com	Y	0

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17	Texas Association of Broadcasters Beth Bobbitt 502 E. 11th St, Ste 200 Austin, TX 78701 512-322-9944 fax 512-322-0522 job bank posting by email at tab.org	N	8
18	Oklahoma Association of Broadcasters Nancy Struby, 6520 N. Western, Ste 104 Oklahoma City, OK 73116 405-848-0771 fax 405-848-0772 http://www.oabok.org/	N	3
19	American Broadcasting School Michelle McConnell 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 817-695-2838 fax michelle@radioschool.com	Y	0
20	www.twc.state.tx.us (Texas Workforce Commission website) ONLY TX JOBS	N	0
21	Chickasaw Nation Amy M. Boatwright 520 E Arlington Ada, OK 74820 580-436-2603 ph 580-436-7297 amy.boatwright@chickasaw.net	N	0
22	Oklahoma Workforce Commission 201 A SW Ardmore, OK 73401 580-223-3291 https://okjobmatch.com	N	0
23	Brown College Career Services Paul Kraimer 1440 Northland Dr Mendota Heights, MN 55120 763-279-2516 / fax 651-905-3555 https://sanfordbrown.optimalresume.com/employers/	Y	0

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24	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 Media-match.com	Y	0
25	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel (817)257-6579 a.chimbel@tcu.edu	N	1
26	University of Texas at Arlington Dept of Communication Andrew Clark Box 19107,700 W. Greek Row Dr. Arlington, TX 76019-0107 (817)272-1246 (817)272-2732 fax amclark@uta.edu	Y	0
27	Sherman Chamber of Commerce Traci Carlson, President 307 W Washington Sherman, TX 75090 (903)893-1184 https://business.shermanchamber.us/jobs/	Y	0
28	East Central University 1100 E. 14h St. Ada, OK 74820 https://www.myinterfase.com/ecok/employer/	N	2

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29	National Association of Black Journalists Natalia Prakash 1100 Knight Hall Ste 3100 College Park, MD 20742 P 301-405-0248, F 301-314-1714 nprakash@nabj.org NEWS JOBS ONLY, became paid site 10/31/2016	N	0
30	University at Austin Communication Career Services Megan Fullen, Rec Services Coordinator P 512-471-9421 http://www.myinterfase.com/utccs/employer	N	0
31	The Ardmoreite 117 W Broadway Ardmore, OK 73401 580-223-2200	N	0
32	The Paris News 5050 SE Loop 286 Paris, TX 75460 903-785-8744	N	0
33	Station On-Air Announcements	N	3
34	Herald Democrat 603 S Sam Rayburn Fwy Sherman, TX 75090 903-893-8181	N	0
35	Oklahoma University https://www.ou.joinhandshake.com ONLY FULL TIME JOBS	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			64

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host Internship program	The station gives student interns from colleges / universities the opportunity to work and learn in real time News/Production situations. Interns learn to operate news / production equipment and acquire skills needed for broadcast employment. During the reporting period six students interned in the station's News departments.
2	Provide EEO Training to Management	On March 23, 2017 the stations management attended an EEO Webinar conducted by outside FCC Council entitled "The FCC's Equal Employment Opportunity Rules and Regulations". The webinar focused on the FCC's rules and also addressed compliance best practices. Station participants included the General Mgr., Operations Mgr., General Sales Mgr., News Director, and Office Mgr.
3	Participate in job fairs/career days	On March 23, 2016, the station participated in the East Central University Spring Career Expo in Ada, Ok. Station participants included the News Director.
4	Participate in job fairs/career days	On September 28, 2016, the station participated in the East Central University Fall Career Expo in Ada, OK. Station participants included the News Director.
5	Participate in job fairs/career days	On October 6, 2016 the station participated in the University of North Texas Fall Journalism, Media, Communication and Design Internship and Career Fair. Station participants included the News Director and Operations Mgr.
6	Participate in job fairs/career days	On March 1, 2017 the station participated in the University of North Texas Spring Journalism, Media, Communication and Design Internship and Career Fair. Station participants included the News Director and Operations Mgr.
7	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On April 28, 2016 News Director gave talk to college students at Southeastern Oklahoma State University about broadcasting, his career, and broadcast careers generally.
8	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	In the Fall of 2016 , Anchor participated in a mentor program at Grayson County College. They were assigned a college student to mentor and had 2 sessions plus spoke to the group of students about broadcasting, his career, and broadcast careers generally.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On August 16, 2016, Meteorologist gave tour and talk to a high school student interested in Meteorology about broadcasting, his career, and broadcast careers generally.
10	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On September 29, 2016, Account Executive participated in the College of Humanities Social Sciences and Arts Networking brunch at Texas A&M Commerce University and spoke to college students about broadcasting, her career, and broadcast careers generally.
11	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On October 21, 2016, Meteorologist, News Director, Reporters and Anchors gave station tour and talk to the University Of North Texas Journalism students about broadcasting, their careers, and broadcast careers generally.
12	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On November 4, 2016 Meteorologist gave talk to high school students at Durant High School Career Day about broadcasting, her career, and broadcast careers generally
13	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On January 11, 2017, Meteorologist gave station tour and talk to high school students from Valley View ISD about broadcasting, her career, and broadcast careers generally.
14	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On January 24, 2017 News Director gave talk to college students at Southeastern Oklahoma State University about broadcasting, his career, and broadcast careers generally.
15	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On February 22, 2017 Meteorologist gave talk to high school students at Victory Life Academy about broadcasting, his career, and broadcast careers generally