

[KFDA-TV/KEYU-TV/KZBZ-CD/KMZB-LD]
EEO PUBLIC FILE REPORT
[April 1, 2021 – March 31, 2022]

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
Creative Services Producer	1-12, 14, 16-18, 20	14
Production Assistant	1-12, 16-18, 20	20
Weekend Meteorologist	1-12, 16-20	16
Account Executive	1-14, 16-18, 20	14
Reporter/MMJ (2)	1-12, 16-20	16 & 16
Newscast Producer	1-12, 16-20	11
Production Assistant	1-12, 16-18, 20	20
Newscast Producer	1-12, 16-20	17
Reporter/MMJ	1-12, 15-20	15
Primetime News Anchor	1-12, 14, 16-18, 20	14
Production Assistant	1-12, 16-18, 20	20
IT Director	1-12, 14, 16-18, 20	14
Meteorologist/Storm Chaser	16-20	16
Production Assistant (5)	1-12, 14, 16-18, 20	14,20,16,14,20
Primetime News Anchor	1-12, 16-18, 20	16
Newsroom Paid Intern	1-12, 16-18, 20	11
Sports Paid Intern	1-12, 16-18, 20	11
Newsroom Paid Intern	1-12, 16-18, 20	11

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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 Reporting Period
1	Amarillo College, Don Abel, Box 7447 Amarillo, TX 79109 Ph. 806-371-5298	Y	1
2	Amarillo Hispanic Chamber of Commerce, Gus Trujillo, Box 1861 Amarillo, TX 79109 Ph. 806-379-8800	Y	
3	Colorado Media School, Donna Byrd, 404 S. Upham St. Lockwood, CO 80226 Ph. 303-937-7070	Y	
4	Eastern New Mexico University Recruiting Source ENMU Station #34 Portales, NM 88130 Ph. 575-562-1011	Y	
5	Oklahoma State University Career Services 360 Student Union Stillwater, OK 74078 Ph. 405-744-2242	Y	
6	Texas Association of Broadcasters Anna Romero 502 E. 11 th St. Suite 200 Austin, TX 78701 Ph. 512-322-9944	Y	
7	Texas Tech University Emily Balke Box 43082 Lubbock, TX 79409 Ph. 806-742-6500	Y	
8	Univ. of North Texas Tammy van der Leest, 1155 Union Circle, #310895 Denton, TX 76203 Ph. 940-369-8656	Y	
9	Univ. of Oklahoma, Justin Morris, 900 Asp Ave, Room 323 Norman, OK 73019 Ph. 405-325-1974	Y	
10	Univ. of Texas Recruiting Source 1 University Station A0901 CMA 3202 Austin, TX78712 Ph. 512-417-9421	Y	
11	West Texas A&M University, Karl Kimsey, Box 60728 Canyon, TX Ph. 806-651-2345	Y	7
12	(Workforce Solutions) Texas Workforce Center Trent Morris Box 1682 Amarillo, TX 79109 Ph. 806-372-5521	Y	
13	Welcome Pardner! DJ Stubben dj@welcomepardner.com	N	
14	KFDA-TV Employee Referrals	N	10
15	WTAMU Career Fair	N	2
16	Gray TV Website www.graytv.com , automatically posts to Indeed.com	N	31
17	KFDA-TV Website www.newschannel10.com	N	3
18	LinkedIn www.linkedin.com	N	4
19	TV Jobs www.tvjobs.com	N	4
20	Indeed www.indeed.com	N	23
TOTAL INTERVIEWEES OVER REPORTING PERIOD			62

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management Training Program - Gray 2021 Training Initiatives	5/11/21-6/10/21 Our HR Coordinator, participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and conclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and agility, how to apologize effectively.
2	Management Training Program - Gray 2022 Training Initiatives	On 2/17/2022 our HR Coordinator, participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.
3	Participated in two Job Fairs	10/14/2021 and 2/17/2022 West Texas A&M University Fall & Spring Career Expo Participants: HR Coordinator, Marketing Director, Assistant News Director, Operations Manager, General Sales Manager
4	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Career Discovery Day at the Amarillo Discovery Center on 11/1/2021. Participant General Manager
5	Participate in West Texas A&M Mock Interview Event	On 12/1/2021, HR Coordinator conducted mock interviews with four graduating seniors and graded their performance and resumes.