

**KXII(TV)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021, through March 31, 2022**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Creative Services Editor Videographer	1-2,4-5,8-27,32-47,50-51	51
Production Assistant	1-2,4-5,8-27,30,32-47,50-51	1
Sr Sales/Traffic Assistant	1-2,4-5,8-27,32-47,50-51	1
Sports MMJ/Anchor	1-5,7-27,32-47,49-51	5
News Producer	1-5,7-27,32-47,49-51	4
Master Control Operator	1-2,4-5,8-27,32-47,50-51	4
Multimedia Journalist	1-5,7-18,20-27,32-47,49-51	14,7
Digital News Producer	1-5,8-27,32-47,49-51	9
Videographer/Live Shot Coordinator	1-5,7-27,32-47,49-51	7
Creative Services Editor/Videographer	1-5,8-27,32-47,49-51	4
Director	1-5,7-27,32-47,49-51	7
Account Executive	1-5,8-27,30,32-47,50-51	30
Meteorologist	1-5,8-27,32-47,49-51	4
Master Control Operator	1-2,4-5,8-27,32-47,49-51	4,46
Production Assistant	1-2,4-5,8-27,32-47,50-51	46,46
News Producer	1-5,8-27,32-47,49-51	1
News Producer	1-5,8-27,32-47,49-51	51
Assistant News Director/Anchor	1-5,8-27,32-47,49-51	4
Production Assistant	1-5,8-27,32-47,49-51	4,4

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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	<a href="http://www.kxii.com">www.kxii.com</a> (station website)	N	13
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	2
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 <b>NEWS JOBS ONLY</b>	N  Website no longer Valid eff 1-26-22	0
4	Gray Television Group Inc 4370 Peachtree Road, NE Atlanta, GA 30319 404-266-8333 <a href="mailto:jobs@gray.tv">jobs@gray.tv</a> All jobs posted to Snag It / UltiPro by HR	N	21
5	Internal Posting / Candidate	N	3
6	Walk In / Mail In / Unsolicited	N	0
7	Word of Mouth Referrals	N	14
8	Southeastern Oklahoma State University Kay Barber-Career Mngmt Ctr 1405 N 4 <sup>th</sup> / 425 W University Blvd Admin Bldg Rm 213 Durant, OK 74701 580-745-2270 Fax 580-745-7486 / 580-745-7409 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
9	University of North Texas 801 N Texas Blvd Denton, TX 76201 940-565-2000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	Y	6
10	Oklahoma State University Pam Ehlers 202 Whitehurst Stillwater, OK 74078 405-744-5253 Fax 405-945-9180 <a href="mailto:careers@okstate.edu">careers@okstate.edu</a>	N	0

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11	University of Texas 1900 University Ave Austin, TX 78705 512-471-3434 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
12	Austin College Career Services-Margie Norman 900 N Grand Ave Sherman, TX 800-526-4276 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	1
13	Texas A&M University / Texas A&M Commerce 1372 TAMU College Station, TX 77843 979-845-5139 <a href="https://tamu-csm.symplicity.com/employers/">https://tamu-csm.symplicity.com/employers/</a>  P O Box 3011 Commerce, TX 75429 903-886-5110 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
14	University of Oklahoma Erin Holder 550 Parrington Oval Norman, OK 73019 800-234-6868 Fax 405-325-7627 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	1
15	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	Y	0
16	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 at tab.org	N	1

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17	Oklahoma Association of Broadcasters Nancy Struby, 6520 N. Western, Ste 104 Oklahoma City, OK 73116 405-848-0771 Fax 405-848-0772 <a href="http://www.oabok.org/">http://www.oabok.org/</a>	N	1
18	American Broadcasting School Michelle McConnell 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 Fax 817-695-2838 michelle@radioschool.com	Y	0
19	Texas Workforce Commission <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a> <b>ONLY TX JOBS</b>	N	0
20	Chickasaw Nation 520 E Arlington Ada, OK 74820 580-436-2603 Fax 580-436-7297 Chickasawrecruiters@chickasaw.net	N	0
21	Oklahoma Workforce Commission 201 A SW Ardmore, OK 73401 580-223-3291 <a href="https://okjobmatch.com">https://okjobmatch.com</a>	N	0
22	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 <a href="https://www.media-match.com/usa/media/">https://www.media-match.com/usa/media/</a>	Y	0
23	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel 817-257-6579 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	2

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24	University of Texas at Arlington Dept of Communication Andrew Clark Box 19107,700 W. Greek Row Dr. Arlington, TX 76019-0107 817-272-1246 Fax 817-272-2732 <a href="mailto:amclark@uta.edu">amclark@uta.edu</a> <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	Y	0
25	Sherman Chamber of Commerce Traci Carlson, President 307 W Washington Sherman, TX 75090 903-893-1184 <a href="https://business.shermanchamber.us/jobs/">https://business.shermanchamber.us/jobs/</a>	Y	0
26	East Central University 1100 E. 14h St. Ada, OK 74820 580-332-8000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
27	University of Texas at Austin Moody College of Communication Megan Fullen, Rec Services Coordinator 512-471-9421 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
28	The Ardmoreite 117 W Broadway Ardmore, OK 73401 580-223-2200	N	0
29	The Paris News 5050 SE Loop 286 Paris, TX 75460 903-785-8744	N	0
30	Station On-Air Announcements	N	3
31	Herald Democrat 603 S Sam Rayburn Fwy Sherman, TX 75090 903-893-8181	N	0

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32	The University of Oklahoma 660 Parrington Oval Norman, OK 73019-0390 <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> <b>ONLY FULL TIME JOBS</b>	N	0
33	Rice University 440 Allen Center-MS1 Houston, TX 77005 713-348-5050 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
34	Baylor University One Bear Place Waco, TX 76798 214-710-1011 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
35	Lamar University 4400 MLK Blvd Beaumont, TX 77710 409-880-7011 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
36	SMU P O Box 750100 Dallas, TX 75275 214-768-2000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
37	Tarleton University 1333 W Washington Stephenville, TX 76402 254-968-9000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
38	West Texas A&M University 2501 4 <sup>th</sup> Ave Canyon, TX 79016 806-651-0000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0

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39	UT Austin College of Natural Sciences 120 Inner Campus Dr Austin, TX 78412 512-471-4536 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
40	UT San Antonio One UTSA Cr San Antonio, TX 78249 210-458-4011 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
41	Texas Women's University 304 Administrative Dr Denton, TX 76204 940-898-2000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
42	Texas A&M Corpus Christi 6300 Ocean Drive Corpus Christi, TX 78412 361-825-5700 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
43	Texas A&M Kingsville 955 University Blvd Kingsville, TX 78363 361-593-2111 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
44	UT Arlington 701 S Nedderman Dr Arlington, TX 76019 817-272-2011 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
45	Stephen F Austin State University 1936 North St Nacogdoches, TX 75965 936-468-3401 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
46	Indeed.com Gray Television posts to Snag It / UltiPro Site All jobs posted there carry over to Indeed	N	34

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47	Concordia University TX 11400 Concordia University Drive Austin, TX 78726 512-313-3000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
48	MediaRecruiter.com 9457 So University Blvd #303 Highlands Ranch, CO 80126 303-400-5150	N	0
49	University of Kentucky Lexington, KY 40506 859-257-9000 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N  Added 3/18/21	0
50	Texas State University San Marcos, TX 78666 512-245-2111 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	2
51	LinkedIn Gray Television posts to Snag It / UltiPro Site Jobs get scraped from those sites by LinkedIn	N	12
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			116

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On March 26, 2021 News Director participated virtually in the University of North Texas Annual Media Career Kickstarter where he spoke about broadcasting, his career, and broadcast careers generally.
<b>2</b>	Participate in job fairs/career days	On March 31, 2021 the station participated in the University of North Texas Spring 2021 All Majors Career Fair held virtually. Station participants included the Operations Mgr.
<b>3</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On April 7, 2021 News Director participated virtually in the University of North Texas Gray Media Day where he and other Gray News Directors spoke about broadcasting, their careers, and broadcast careers generally.
<b>4</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On April 20, 2021 News Director participated virtually with the Southeastern Oklahoma State University journalism students / professor where he spoke about broadcasting, his career, and broadcast careers generally.
<b>5</b>	Provide EEO Training to Management	May 11 – June 10, 2021 – our Operations Manager and Office Manager 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 inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
<b>6</b>	Provide EEO Training to Management	On February 17, 2022 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 include the Office Mgr.
<b>7</b>	Participate in job fairs/career days	On March 2, 2022 the station participated in the Southeastern Oklahoma State University All Majors Career Fair held in Durant, OK. Station participants included the Operations Mgr and General Sales Mgr.
<b>8</b>	Participate in job fairs/career days	On March 3, 2022 the station participated in the Austin College Career Fair in Sherman, TX. Station participants included the Operations Mgr.

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<b>9</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On March 5, 2022 News Director participated in the University of North Texas Mock Interview day with Communication major students.
<b>10</b>	Participate in job fairs/career days	On March 10, 2022 the station participated in the Texas A&M University Spring All Majors Virtual Career Fair. Station participants included the Operations Mgr.
<b>11</b>	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 two students from University of North Texas interned in the station's News department.