

I. VACANCY LIST

[illegible]

KMVT, KSVT-LD
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021

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	www.indeed.com	N	9
2	www.kmvt.com	N	4
3	www.labor.idaho.gov	N	
4	GrayTV www.peoplesmatter.com	N	6
5	www.tvjobs.com	N	
6	www.jobs@gray.tv	N	
7	Employee referral	N	
8	Walk-In	N	
9	Idaho State Broadcasters Association	N	
10	Future Broadcast Meteorologists Facebook Group	N	
11	College of Southern Idaho (Instructor referral)	N	
12	www.gray.tv/applynow	N	8
13	Spots N Dots	N	
14	Linked in	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

1.	EEO Management Training	7/9/20-8/4/20-Our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in the 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: general language, race, class and ability, how to apologize effectively
2.	EEO Management Training	On 11/19/20 our Business Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.