



KALB-TV
EEO PUBLIC FILE REPORT
February 1, 2020- January 31, 2021

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
MMJ103 - MM JOURNALIST/ANCHOR H	1,3,5, 10,14, 15	1
PRO112 - PRODUCER/REPORTER H	1,3,8, 10, 13, 14, 15	1
PRO112 - PRODUCER/REPORTER H	1,3,5, 8, 10, 13, 14	1
MMJ100 - MM JOURNALIST H	1,3,5, 8, 10, 13, 14, 15	1



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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.	Station Website – Kalb.com www.kalb.com	No	4
2.	Station on Air - Kalb	No	
3.	Gray TV Website www.gray.tv/careers	No	4
4.	TV Jobs.com www.tvjobs.net	No	
5.	Word of Mouth/Industry Referral	No	3
6.	Walk in/Self-Referral	No	
7.	Grambling State University Career Services P.O. Box 4264 Grambling, LA 71245	No	
8.	Louisiana College – Pineville Career Development 1140 College Drive Pineville, LA 71359	No	
9.	Louisiana State University – Baton Rouge Office of HR Management 110 Thomas Boyd Hall Baton Rouge, LA 70803	No	
10.	Louisiana State University – Alexandria Student Development Specialist 8100 Hwy 71 South Alexandria, LA 71302	No	
11.	Loyola University Student Affairs 6363 St. Charles Avenue, New Orleans, LA 70888	No	
12.	Mississippi State University Learning and Development P.O. Box 9725 Mississippi State University, MS 39762	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13.	Northwestern State University Human Resources Hall- 140 Natchitoches, LA 71497	No	
14.	Southeastern Louisiana University Human Resources 900 D West University Ave, SLU 10799 Hammond, LA 70402	No	
15.	Southern University Human Resources 901 Harding Blvd. Baton Rouge, LA 70807	No	1
16.	University of Louisiana – Lafayette Student Affairs PO Box 41730 Lafayette, LA 70504	No	
17.	University of Louisiana – Monroe Student Affairs 120 Stubbs Hall Monroe, LA 71209	No	
18.	University of Mississippi Career Life Connector 134 Lyceum University, MS 38677	No	
19.	University of Southern Mississippi Human Resources 118 College Drive, # 5111 Hattiesburg, MS 39406	No	
20.	Xavier University of Louisiana Office of Career Services 1 Drexel Drive New Orleans, LA 70125	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			12



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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Events or Programs sponsored by Educational Institutions relating to career opportunities in Broadcasting	<p>01/20-12/20: News Director functions as an adjunct Convergence Media Professor at Louisiana College. His classes include hands-on learning with current broadcast equipment and offers internship opportunities with between students and KALB following course completion.</p> <p>1/9/20 – School Tour – LA School for Math & Science</p> <p>2/7/20 – School Tour Rapides Career and Technical Education Program</p> <p>2/20/20 – School Tour – Boy Scouts of America</p> <p>2/21/20 – School Tour – Cenla 4H Program</p>
2	Internship Program	Suspended due to Covid-19 (effective March 2020)
3	Participation in Career Fairs	7/1/20 – Met with Tioga High School Administration to develop in-school Journalism studio and program.
4	FCC EEOC Training	July 9 - August 4, 2020 – General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Group, 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

	<p>regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>July 9th, 2020 GM, GSM and ND attended the LAB sponsored “Courageous Conversation” Zoom training on diversity, inclusion and philanthropy, presented by Deborah Elam, President and CEO of Corporate Playbook. This was an opportunity to become more knowledgeable and present in moving the station forward in today’s landscape. LAB noted it also counts as an FCC EEO Full Credit for Management Participants.</p> <p>January 18, 2021 - General Manager, Office Manager, and News Director participated in a webinar called The FCC’s Equal Employment Opportunity Rules provided by Wiley Rein, our outside FCC counsel.</p> <p>January 2021 – ongoing – General Manager is included in a group of Gray Television Managers taking part in two DEI cohorts for continued coaching and training by the Adaway Group. Member sessions are once a month throughout 2021 and the objective is to take part in a deeper analysis and praxis in navigating, transforming and engaging in racial equality in Gray Television.</p>
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