



KTSH-CD and KTEV-LD

EEO PUBLIC FILE REPORT

February 1, 2023 to January 31, 2024

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
Account Executive (2)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	21,35
Weekend Meteorologist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	21
News Anchor - Morning	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	21
News Anchor - Evening	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	32
Multimedia Journalist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	21
Weekend Anchor	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	32
News Producer (2)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	34,34
IT Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	21
Morning Meteorologist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	21
Lifestyle Host	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	32
Lifestyle Show Producer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,23,28,31,32,33,34	32



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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<u>RS Number</u>	<u>Recruitment Source</u>	<u>Contact Person/Phone Number</u>	<u>Mailing/Email Address</u>	<u>Phone/Website</u>	<u>Source Entitled to Vacancy Notification ? (Yes/No)</u>	<u>No. of Interviewees Referred by RS Over Reporting Period</u>
COMMUNITY SOURCES						
1	Bossier Parish Community College	Job Placement Center	6220 East Texas Street, Bossier City, LA 71111 Bldg F, Room 242	https://app.joinhandshake.com/emp	Y	
2	Broadcast Employment Services		P. O. Box 4116 Oceansid, CA 92052		N	
3	Caddo Community Action Agency	Ethyl Taylor	P. O. Box 3446 Shreveport, LA 71103	318-861-4808	Y	
4	Centenary College	Rachael Peters	2911 Centenary Boulevard, Shreveport, LA 71104		Y	
5	Grambling State University	Margie Pruitt	P. O. Box F Grambling, LA 71245	https://app.joinhandshake.com/emp	N	
6	LA Rehabilitation Services	Chuck Vaughan	1525 Fairfield Room 708 Shreveport, LA 71101		Y	
7	Louisiana Association of Broadcasters	Polly Johnson	660 Florida St. Baton Rouge, LA 70801	www.broadcasters.org	Y	
8	Louisiana Tech University	Ron Cathy	P. O. Box 3177 Kenny Hall 337 Ruston, LA 71272	https://app.joinhandshake.com/emp	Y	
9	Louisiana Workforce Commission		400 Viking Dr. Bossier City, LA 71111		Y	
10	LSU Shreveport Career Services	Jennifer Flynn	1 University Place Shreveport, LA 71115	https://app.joinhandshake.com/emp	N	
11	Northwestern State University	Sarah Burkhalter	P. O. Box 5286 Natchitoches, LA 71497	https://app.joinhandshake.com/emp	Y	
12	Shreveport Job Corps Center		2815 Lillian St. Shreveport, LA 71109	318-227-9331	Y	
13	Southern University	Donald Howard	3050 ML King Jr. Drive, Shreveport, LA 71107	318-670-6000	Y	
14	University of LA at Monroe		700 University Avenue Monroe, LA 71209	318-342-5327 www.uim.edu/careerconnections	Y	
15	University of Texas	Michael Cichowicz	3900 University Drive, Tyler, TX 75799	https://app.joinhandshake.com/emp	Y	
16	Wiley College	Valentine	711 Wiley Ave. Marshall, TX 75670	903-923-1621	Y	
17	Workforce Solution East Texas	Amanda Singleton	4300 East End Blvd. South P.O. Box 400 Marshall, TX 75672	www.workintexas.com	Y	
18	Pleasant Hill Baptist Church	Mr. Kenneth Epperson	4670 Lakeshore Drive, Shreveport, LA 71109		Y	
ADDITIONAL SOURCES						
19	Louisiana Job Connection	Susan Stafford		318-230-8985 https://louisianajobconnection.com/	N	
20	KSLA-TV			www.ksla.com	N	
21	Gray TV			http://gray.tv/careersformerlygraycom	N	15
22	TVjobs.com			www.tvjobs.com	N	
23	KSLA Job Fair		540 Boardwalk Blvd, Bossier City, LA 71111 August 30, 2023		N	21
24	Career Fair		LIST EVENTS & DATES		N	
25	SBE.org			www.sbe.org	N	
26	Spots n Dots			www.spotsndots.com	N	
27	TVB.org			tvb.org	N	
28	Indeed			www.indeed.com	N	6
29	LinkedIn			https://www.linkedin.com/company/ravcom-media/	N	
30	Glassdoor.com			www.glassdoor.com	N	
31	KSLA				N	
32	Internal Hire/Promotion					4
33	Walk- In					2
34	Employee Referral					7
35	Rehire					1
TOTAL INTERVIEWEES OVER REPORTING PERIOD						56



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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Date	Brief Description Of Activity
1	Broadcasting of outreach recruitment to local organization regarding job openings.	February 1, 2023 – January 31, 2024	<p>KSLA airs the below promo recruiting organization who would like to receive our job openings.</p> <p>“KSLA 12, a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As a part of this effort, we encourage qualified community organizations to become part of our full time job opportunity notification mailing list. If your organization is interested in becoming a part of this list, and you distribute job information or can provide referrals, we would like to hear from you. We would then notify you of each job opening and ask you to refer individuals to us for consideration. Send you request to Cherie Ashley at cherie.ashley@ksla.com Applicants can apply at https://gray.tv/careers#currentopenings. KSLA News 12 is an equal opportunity employer and encourages minorities to apply.”</p>
2	Educated students at Bossier Elementary on broadcasting careers	February 23, 2023	Our morning Anchor/Reporter spoke to students about broadcasting careers and what it means to be a reporter.
3	The National Organization of Black Law Enforcement	March 24, 2023	Our morning Anchor participated in a symposium where students were invited to ask panelists questions regarding crime and their careers.
4	Crime Symposium Emergency Wide Meeting	March 25, 2023	Our morning Anchor participated to discuss crime and the broadcasting profession.
5	Bossier Parish Community College	April 3, 2023	Our Senior Photographer spoke to students about producing newscasts to documentaries. Showed students pictures of documentary shoots behind the scenes.
6	The FCC’s EEO Rules and Regulations	April 20, 2023	The Office Manager participated in a training on the FCC’s rules and regulations provided by Joan Stewart of Wiley Rein, LLP

7	KSLA Job Fair	August 30, 2023	KSLA Hosted an Employment Expo Career Fair at the Louisiana Boardwalk. Our Office Manager, General Manager, Local Sales Manager, and General Sales Managers all attended.
8	Salvation Army Boys and Girls Club	September 21, 2023	Our morning Anchor participated in the event held at Sams Town to emcee and talk to students about the profession.