

**KXII(TV)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 through March 31, 2016**

## I. VACANCY LIST

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

[illegible]

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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	27
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	15
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 <b>NEWS JOBS ONLY</b>	N	0
4	Gray Television Group Inc Dottie Boudreau 4370 Peachtree Road, NE Atlanta, GA 30319 404-266-8333 <a href="mailto:dottie@gray.tv">dottie@gray.tv</a> <i>Source sends postings to other Gray stations.</i>	N	0
5	Internal Posting / Candidate	N	4
6	Walk In / Mail In / Unsolicited	N	0
7	Word of Mouth Referrals	N	13
8	Southeastern Oklahoma State University Scott Hensley 1405 N 4th Durant, OK 74701 <a href="http://homepages.se.edu/careers/">http://homepages.se.edu/careers/</a> phone 580-745-2270 fax 580-745-7486	N	0
9	University of North Texas 801 N Texas Blvd Denton, TX 76201 <a href="https://www.myinterfase.com/unt_eaglenetwork/employer/home.asp">https://www.myinterfase.com/unt_eaglenetwork/employer/home.asp</a> 940-565-2000	Y	2

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10	Oklahoma State University Pam Ehlers 202 Whitehurst Stillwater, OK 74078 fax 405-945-9180 phone 405-744-5253 <a href="mailto:careers@okstate.edu">careers@okstate.edu</a>	N	0
11	University of Texas Austin, TX <a href="http://recruit.utexas.edu/hireutexas/">http://recruit.utexas.edu/hireutexas/</a>	N	0
12	Austin College Lance Ott 900 N Grand Ave Sherman, TX <a href="mailto:career@austincollege.edu">career@austincollege.edu</a> 800-526-4276	N	0
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://www.myinterfase.com/tamuc/employer/">https://www.myinterfase.com/tamuc/employer/</a>	N	0
14	Grayson County Community College 6101 Grayson Dr Denison, TX 75020 <a href="https://www.collegecentral.com/grayson/">https://www.collegecentral.com/grayson/</a> 903-465-6030	N	0
15	University of Oklahoma Erin Holder 550 Parrington Oval Norman, OK 73019 <a href="mailto:oucs@ou.edu">oucs@ou.edu</a> 800-234-6868 fax 405-325-7627	N	0
16	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

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17	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 by email at tab.org	N	11
18	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
19	American Broadcasting School Michelle McConnell 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 817-695-2838 fax michelle@radioschool.com	Y	0
20	<a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a> (Texas Workforce Commission website)	N	1
21	Chickasaw Nation Amy M. Boatwright 520 E Arlington Ada, OK 74820 580-436-2603 ph 580-436-7297 Amy.boatwright@chickasaw.net	N	0
22	Oklahoma Workforce Commission 201 A SW Ardmore, OK 73401 580-223-3291 <a href="https://okjobmatch.com">https://okjobmatch.com</a>	N	1
23	Brown College Career Services Paul Kraimer 1440 Northland Dr Mendota Heights, MN 55120 763-279-2516 / fax 651-905-3555 <a href="https://sanfordbrown.optimalresume.com/employers/">https://sanfordbrown.optimalresume.com/employers/</a>	Y	0

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24	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 Media-match.com	Y	0
25	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel (817)257-6579 a.chimbel@tcu.edu	N	0
26	University of Texas at Arlington Dept of Communication Andrew Clark Box 19107,700 W. Greek Row Dr. Arlington, TX 76019-0107 (817)272-1246 (817)272-2732 fax <a href="mailto:amclark@uta.edu">amclark@uta.edu</a>	Y	0
27	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
28	East Central University 1100 E. 14h St. Ada, OK 74820 <a href="https://www.myinterfase.com/ecok/employer/">https://www.myinterfase.com/ecok/employer/</a>	N	0

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29	National Association of Black Journalists Natalia Prakash 1100 Knight Hall Ste 3100 College Park, MD 20742 P 301-405-0248, F 301-314-1714 <a href="mailto:nprakash@nabj.org">nprakash@nabj.org</a> <b>NEWS JOBS ONLY</b>	N	0
30	University at Austin Communication Career Services Megan Fullen, Rec Services Coordinator P 512-471-9421 <a href="https://moody-utexas-csm.symplicity.com/employers/">https://moody-utexas-csm.symplicity.com/employers/</a>	N	0
31	The Ardmoreite 117 W Broadway Ardmore, OK 73401 580-223-2200	N	3
32	The Paris News 5050 SE Loop 286 Paris, TX 75460 903-785-8744	N	0
33	Station On-Air Announcements	N	4
34	Herald Democrat 603 S Sam Rayburn Fwy Sherman, TX 75090 903-893-8181	N	1
35	Oklahoma University <a href="https://www.ou.edu/career/">https://www.ou.edu/career/</a> <b>ONLY FULL TIME JOBS</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>83</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</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 four students interned in the station's News department.
<b>2</b>	Provide EEO Training to Management	On October 8, 2015 the stations management attended an EEO Webinar conducted by outside FCC Council entitled "The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations". The webinar focused on the FCC's rules and also addressed compliance best practices. Station participants included the General Mgr., Operations Mgr., General Sales Mgr., and News Director.
<b>3</b>	Participate in job fairs/career days	On October 7, 2015, the station participated in the University of North Texas Fall 2015 Journalism/Media/Communication/Design Internship and Career Fair. Station participants included the News Director.
<b>4</b>	Participate in job fairs/career days	On February 24, 2016, the station participated in the University of North Texas Spring 2016 Journalism/Media/Communication/Design Internship and Career Fair. Station participants included the News Director, and Operations Mgr.
<b>5</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On April 6, 2015, Anchor gave talk at The Oklahoma Scholastic Media Day held at the University of Oklahoma in Norman, OK to their to students about broadcasting, his career, and broadcast careers generally.
<b>6</b>	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On April 15, 2015, Meteorologists, News Director, Anchors gave station tour and talk to the University Of North Texas Journalism students about broadcasting, their careers, and broadcast careers generally.
<b>7</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On September 14, 2015, Meteorologist gave talk to students at Soper High School in Soper, OK about broadcasting, his career, and broadcast careers generally.
<b>8</b>	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On October 30, 2015, Meteorologists, News Director, Anchors, and Operations Mgr. gave station tour and talk to the University Of North Texas Journalism students about broadcasting, their careers, and broadcast careers generally.

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>9</b>	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On January 27, 2016, Meteorologist gave talk at Whitewright Middle School in Whitewright, TX to the 7 <sup>th</sup> and 8 <sup>th</sup> grade students about broadcasting, her career, and broadcast careers generally.
<b>10</b>	Host an event or program for or on behalf of an educational institution related to careers in broadcasting	On January 29, 2016, Director, Digital Content Producer/Director, and News Director gave station tour and talk to the Texas A&M Commerce University Radio/Television/Video program students about broadcasting, their careers, and broadcast careers generally.