

KXII(TV), KXIP-LD
EEO PUBLIC FILE REPORT
April 1, 2022, through March 31, 2023

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
Sales Assistant	1-4, 6-26, 28-41, 43, 45, 47	6
Account Executive	1-4, 7-26, 28-41, 43, 45	9
Multimedia Journalist (3)	1-4, 6-26, 28-41, 43, 45	8,4,6
Meteorologist	1-4, 6-26, 28-41, 43-45	6
Sports Multimedia Journalist	1-4, 7-26, 28-41, 43-45	3
Primary Anchor	1-4, 7-26, 28-41, 43-45	45
Account Executive	1-4, 7-17, 19-41, 43-45	27
Production Assistant (2)	1-4, 7-16, 18-26, 28-41, 43, 45	3,40
Master Control Operator	1-4, 6-16, 18-26, 28-41, 43, 45	6
Multimedia Journalist	1-4, 7-16, 18, 19-26, 28-41, 43, 45	45
Creative Services Manager	1-4, 6-16, 18-26, 28-41, 43, 45	6
Multimedia Journalist	1-4, 7-26, 28-41, 43, 45	45
Director	1-4, 7-16, 18-26, 28-41, 43, 45	4
News Producer	1-4, 7-16, 18-20, 21-26, 28-41, 43, 45	1
Creative Services Producer	1-4, 7-16, 18-20, 21-26, 28-41, 43,45	40
Engineer	1-4, 7-26, 28-41, 43-45	3
Multimedia Journalist	1-4, 6-16, 18-20, 21-26, 28-41, 43, 45	6
Primary Anchor	1-4, 6-16, 18-20, 22-26, 28-41, 43, 45	6
Creative Services Producer (2)	1-4, 7-16, 18-20, 22-26, 28-41, 43, 45-46	45,40
Multimedia Journalist	1-4, 7-16, 19-20, 22-26, 28-41, 43, 45	3

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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	www.kxii.com (station website)	N	13
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	5
3	Gray Television Group Inc 4370 Peachtree Road, NE Atlanta, GA 30319 404-266-8333 jobs@gray.tv All jobs posted to Snag It / UltiPro by HR	N	17
4	Internal Posting / Candidate	N	4
5	Walk In / Mail In / Unsolicited	N	0
6	Word of Mouth Referrals	N	18
7	Southeastern Oklahoma State University Kay Barber-Career Mngmt Ctr 1405 N 4 th / 425 W University Blvd Admin Bldg Rm 213 Durant, OK 74701 580-745-2270 https://app.joinhandshake.com/login	N	2
8	University of North Texas 801 N Texas Blvd Denton, TX 76201 940-565-2000 https://app.joinhandshake.com/login	Y	3
9	Oklahoma State University Kellie Ebert 202 Whitehurst Stillwater, OK 74078 405-744-5253 careers@okstate.edu	N	1
10	University of Texas 1900 University Ave Austin, TX 78705 512-471-3434 https://app.joinhandshake.com/login	N	1

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11	Austin College Career Services-Margie Norman 900 N Grand Ave Sherman, TX 800-526-4276 https://app.joinhandshake.com/login	N	0
12	Texas A&M University / Texas A&M Commerce 1372 TAMU College Station, TX 77843 979-845-5139 https://tamu-csm.symplicity.com/employers/ P O Box 3011 Commerce, TX 75429 903-886-5110 https://app.joinhandshake.com/login	N	0
13	University of Oklahoma 550 Parrington Oval Norman, OK 73019 800-234-6868 https://app.joinhandshake.com/login	N	0
14	Ohio Center for Broadcasting Lynda Leciejewski 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117 lleciejewski@beonair.com	Y	0
15	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	2
16	Oklahoma Association of Broadcasters Nancy Struby, 6520 N. Western, Ste 104 Oklahoma City, OK 73116 405-848-0771 Fax 405-848-0772 http://www.oabok.org/	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	American Broadcasting School Michelle McConnell 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 Fax 817-695-2838 michelle@radioschool.com SCHOOL CLOSED approx. May-June2022	Y As of 6/2022 N	0
18	Texas Workforce Commission www.twc.state.tx.us ONLY TX JOBS	N	1
19	Chickasaw Nation 520 E Arlington Ada, OK 74820 580-436-2603 Fax 580-436-7297 Chickasawrecruiters@chickasaw.net	N	0
20	Oklahoma Workforce Commission 201 A SW Ardmore, OK 73401 580-223-3291 https://okjobmatch.com	N	1
21	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 https://www.media-match.com/usa/media/ Began as Paid Site Approx Aug 2022	Y As of 8/2022 N	0
22	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel 817-257-6579 https://app.joinhandshake.com/login	N	0

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23	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 amclark@uta.edu https://app.joinhandshake.com/login	Y	0
24	Sherman Chamber of Commerce Traci Carlson, President 307 W Washington Sherman, TX 75090 903-893-1184 https://business.shermanchamber.us/jobs/	Y	0
25	East Central University 1100 E. 14th St. Ada, OK 74820 580-332-8000 https://app.joinhandshake.com/login	N	0
26	University of Texas at Austin Moody College of Communication Megan Fullen, Rec Services Coordinator 512-471-9421 https://app.joinhandshake.com/login	N	0
27	Station On-Air Announcements	N	2
28	Rice University 440 Allen Center-MS1 Houston, TX 77005 713-348-5050 https://app.joinhandshake.com/login	N	0
29	Baylor University One Bear Place Waco, TX 76798 214-710-1011 https://app.joinhandshake.com/login	N	0

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30	Lamar University 4400 MLK Blvd Beaumont, TX 77710 409-880-7011 https://app.joinhandshake.com/login	N	0
31	SMU P O Box 750100 Dallas, TX 75275 214-768-2000 https://app.joinhandshake.com/login	N	0
32	Tarleton University 1333 W Washington Stephenville, TX 76402 254-968-9000 https://app.joinhandshake.com/login	N	0
33	West Texas A&M University 2501 4 th Ave Canyon, TX 79016 806-651-0000 https://app.joinhandshake.com/login	N	0
34	UT Austin College of Natural Sciences 120 Inner Campus Dr Austin, TX 78412 512-471-4536 https://app.joinhandshake.com/login	N	0
35	UT San Antonio One UTSA Cr San Antonio, TX 78249 210-458-4011 https://app.joinhandshake.com/login	N	0
36	Texas Women's University 304 Administrative Dr Denton, TX 76204 940-898-2000 https://app.joinhandshake.com/login	N	0

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37	Texas A&M Corpus Christi 6300 Ocean Drive Corpus Christi, TX 78412 361-825-5700 https://app.joinhandshake.com/login	N	0
38	Texas A&M Kingsville 955 University Blvd Kingsville, TX 78363 361-593-2111 https://app.joinhandshake.com/login	N	0
39	Stephen F Austin State University 1936 North St Nacogdoches, TX 75965 936-468-3401 https://app.joinhandshake.com/login	N	0
40	Indeed.com Gray Television posts to Snag It / UltiPro Site All jobs posted there carry over to Indeed	N	21
41	Concordia University TX 11400 Concordia University Drive Austin, TX 78726 512-313-3000 https://app.joinhandshake.com/login	N	0
42	MediaRecruiter.com 9457 So University Blvd #303 Highlands Ranch, CO 80126 303-400-5150 PAID SITE ONLY	N	0
43	University of Kentucky Lexington, KY 40506 859-257-9000 https://app.joinhandshake.com/login	N	0
44	Texas State University San Marcos, TX 78666 512-245-2111 https://app.joinhandshake.com/login	N	0

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45	LinkedIn Gray Television posts to Snag It / UltiPro Site Jobs get scraped from those sites by LinkedIn	N	10
46	Art Institute of Dallas 8080 Park Lane Suite 100 Dallas, TX 75231-5993 800-275-4243 http://artinstituteedge.com/postjob CR SVC JOBS ONLY	N	0
47	Express Personnel 4001 N Hwy 75 Suite 350 Sherman, TX 75090 903-893-1122	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			103

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fairs/career days	On March 24, 2022 the station participated in the OAB/OBEA Student Day Career Fair in Tulsa, OK. Station participants included the Local Sales Manager.
2	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On March 25, 2022 News Director participated in the University of North Texas Career Kickstarter where he spoke about broadcasting, his career, and broadcast careers generally.
3	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On March 30, 2022 News Director participated in the University of North Texas Professional Networking Series: Communications Details where he spoke about broadcasting, his career, and broadcast careers generally.
4	Participate in job fairs/career days	On April 28, 2022 the station participated in the Murray State College Spring Career Fair in Tishomingo, OK. Station participants included the Local Sales Manager.
5	Participate in job fairs/career days	On September 28, 2022 the station participated in the Southeastern All Majors Career Fair in Durant, OK. Station participants included the News Director.
6	Participate in job fairs/career days	On November 9, 2022 the station participated in the University of North Texas All Majors Career Fair in Denton, TX. Station participants included the News Director and Creative Services Manager.
7	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On February 15 and 16, 2023 News Director and Gray Recruiter participated in the University of Oklahoma recruiting day where they spoke about broadcasting, their careers, and broadcast careers generally.
8	Participate in job fairs/career days	On March 2, 2023 the station participated in the Austin College Career Fair 2023 in Sherman, TX. Station participants included the Morning and Evening Anchors.
9	Participate in an event or program sponsored by an educational institution related to careers in broadcasting	On March 20-21, 2023 News Director attended Gray Days at the University of North Texas where he spoke about broadcasting, internships, his career, and broadcast careers generally.
10	Host Internship Program	The station gives student interns from colleges/universities the opportunity to work and learn in real time News/Operations/Engineering situations. Interns learn to operate News/Operations/Engineering equipment and acquire skills needed for broadcast employment. During the reporting period eight students from universities that include Oklahoma University, University of North Texas and Texas A&M interned in the stations Engineering, News, and Operations departments.