

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Content 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	21,33
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	21,21
Executive News 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
Office 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	32
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
Morning News 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	21
Local Sales Assistant	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
Multimedia Journalist (5)	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	21,21,21,33,34
News Producer (4)	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	34,34,33,21
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
Technical Media 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
Morning Live Reporter	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
Marketing 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	21



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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	Recruitment Source	Contact Person/Phone Number	Mailing/Email Address	Phone/Website	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	2
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.ulm.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	903-935-7814 www.workfornetexas.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	3
21	Gray TV			http://gray.tv/careersforgray.com	N	12
22	TVjobs.com			www.tvjobs.com	N	
23	KSLA Job Fair		540 Boardwalk Blvd. Bossier City, LA 71111 August 31, 2022		N	
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/ksla-com-media/	N	1
30	Glassdoor.com			www.glassdoor.com	N	
31	KSLA OnAir	Laura Mosley			N	
32	Internal Hire/Promotion					3
33	Walk-In					1
34	Employee Referral					5
TOTAL INTERVIEWEES OVER REPORTING PERIOD						33



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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, 2022 – January 31, 2023	<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	Gray TV Recruiting at the LSU-Baton Rouge	February 12, 2022	Our Assistant News Director and Digital Content Mgr. attended the Student Career Workshop & Job Fair in Baton Rouge, LA hosted by the Louisiana Association of Broadcasters(LAB).
3	Educated students at Bossier Elementary on broadcasting careers	February 22, 2022	Our Chief Meteorologist spoke to students about broadcasting careers. He also spoke on specific storms and how meteorologist forecast them.
4	Gray TV Recruiting at the University of North Texas in Denton	April 7, 2022- April 8, 2022	Our News Director joined other News Directors from Gray and the Gray Recruiting team to meet with students to review their work, career counseling, and introduce them to opportunities at KSLA and Gray TV. Two connections came to KSLA and interviewed for open positions.

5	Louisiana Association of Broadcasters Annual Convention	June 1, 2022- June 2, 2022	Our News Director attended various sessions including EEO & FCC updates and met with students seeking employment/internship in news as an MMJ.
6	Be-You-Tiful Girls Empowerment Camp	June 13, 2022	Our morning Anchor/Reporter participated in the "Dear Future Me" segment where she introduced the girls to her profession in journalism. She also inspired & motivated them to consider a future career in her field.
7	Educated the community on broadcast careers	June 13, 2022	Our Chief Meteorologist spoke the community at Bienville Parish Gibsland Branch Library about broadcast careers and what a typical day looks like.
8	National Association of Black Journalists Virtual Convention and Career Fair	August 3, 2022 – August 5, 2022	Our News Director attended the National Association of Black Journalists Convention and Career Fair. She met with Journalist and students to offer career counseling, and introduce them to opportunities at KSLA and Gray TV. One of the connections was hired in January 2023.
9	Hosted an Employment Expo/Career Fair	August 31, 2022	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.
10	Educated students at Many Elementary on broadcast careers	December 15, 2022	Our Chief Meteorologist spoke to students about broadcast careers and what a typical day looks like.
11	Diversity, Equity & Inclusion Training	January 2022 February 2022	Assistant News Director participated in training of the News Leaders Association hosted by The Emerging Leaders Institute for Diversity, Equity & Inclusion (DEI), Equity and Inclusion". Its goal is to accelerate the rise of traditionally underrepresented journalist into the management ranks of news organizations and to support those who have already launched their leadership careers.
12	The FCC's Equal Employment Opportunity Rules training	February 17, 2022	The Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.