

KAQI-LD, KXII, KXIP-LD
EEO PUBLIC FILE REPORT
April 1, 2023 - March 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
MultiMedia Journalist (H) ShermanTX	3-9, 11-12, 15-45	5
MultiMedia Journalist (H) ShermanTX	3-9, 11-12, 15-45	5
Creative Services Producer	2-4, 6-12, 15-45	10
MultiMedia Journalist H -Ardmore	3-9, 11-12, 14-15, 17-34, 36-45	14
Producer Primary	3-9, 11-12, 15, 17-45	5
Producer-Digital News	3-9, 11-12, 15, 17-45	12
TECHNICAL MEDIA PROD. (PRIMARY) - KXII	3-4, 6-9, 11-13, 15, 17-46	13
NEWS ANCHOR (MORNING) - KXII	3-4, 6-12, 15-46	10
ACCOUNT EXECUTIVE - KXII (Ardmore, OK)	1, 3-4, 6-9, 11-12, 15-34, 36-46	16
NEWS PRODUCER (PRIMARY) - KXII	3-9, 11-12, 14-46	5
ACCOUNT EXECUTIVE - KXII (Ardmore, OK)	3-4, 6-9, 11-12, 15, 17-46	12
NEWS PRODUCER/REPORTER - KXII	3-4, 6-12, 14-32, 34-46	10
ACCOUNT EXECUTIVE - KXII (Sherman, TX)	3-4, 7-9, 11-12, 15, 17-46	12

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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	Application on file	N	2
2	Art Institute of Dallas 8080 Park Lane Suite 100 Dallas, Texas 75231-5993 Url : http://artinstitute.com/postjob Human Resources Manual Posting	N	0
3	Austin College 900 N Grand Ave Sherman, Texas 75090 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
4	Baylor University One Bear Place Waco, Texas 76798 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
5	Career or Job Fair - See Section III	N	8
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
7	Chickasaw Nation 520 E Arlington Ada, Oklahoma 74820 Phone : 580-436-2603 Email : chickasawrecruiters@chickasaw.net Career Services	N	0
8	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0

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9	East Central University 1100 E 14th St Ada, Oklahoma 74820 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
10	Employee Referral	N	3
11	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	11
12	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	11
13	Internet Ad-not directly contacted by SEU	N	1
14	Internship Program	N	4
15	Lamar University 4400 MLK Blvd Beaumont, Texas 77710 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
16	Linked In - Not Directly Contacted by SEU	N	9
17	Ohio Center for Broadcasting 9885 Rockside Rd Vallley View, Ohio 44125 Phone : 216-242-4342 Email : lleciejewski@beonair.com Lynda Leciejewski	Y	0
18	Oklahoma Assn of Broadcasters 6520 N Western Ste 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://oabok.org Nancy Struby Manual Posting	N	0

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19	Oklahoma State University 202 Whitehurst Stillwater, Oklahoma 74078 Phone : 405-744-5253 Email : careers@okstate.edu Kellie Ebert	N	0
20	Oklahoma Workforce Commission 201 A SW Ardmore, Oklahoma 73401 Phone : 580-223-3291 Url : http://okjobmatch.com Job Services Manual Posting	N	0
21	Rice University 440 Allen Center-MSI Houston, Texas 77005 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
22	Sherman Chamber of Commerce 307 W Washington Sherman, Texas 75090 Phone : 903-893-1184 Url : http://shermanchamber.us Job Services Manual Posting	Y	0
23	Southeastern Ok State Univ 425 W University Blvd Durant, Oklahoma 74701 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
24	Southern Methodist University 6425 Boaz Ln Dallas, Texas 75205 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0

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25	Stephen F Austin University 1936 North St Nacogdoches, Texas 75965 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
26	Tarleton University 1333 W Washington Stephenville, Texas 76402 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
27	Texas A&M Corpus Christi 6300 Ocean Dr Corpus Christi, Texas 78412 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
28	Texas A&M Kingsville 955 University Blvd Kingsville, Texas 78363 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
29	Texas A&M Univ- Commerce 2200 Campbell St Commerce, Texas 75428 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
30	Texas A&M Univ-College Stn 1372 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : http://tamu-csm.symplicity.com/employers College Recruiter Manual Posting	N	0

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31	Texas Assn of Broadcasters 502 E 11th St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://tab.org Beth Bobbitt Manual Posting	N	1
32	Texas Christian University 2800 S University Dr Fort Worth, Texas 76109 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
33	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : NA College Recruiter Manual Posting	N	0
34	Texas Womens University 304 Administrative Dr Denton, Texas 76204 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
35	Texas Workforce Commission 2415 S Austin Ave Ste 105 Denison, Texas 75020 Phone : 903-463-9997 Url : http://twc.state.tx.us Brenda Paiz Manual Posting	N	0
36	TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	0

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37	University of Kentucky 410 Administrative Dr Lexington, Kentucky 40506 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
38	University of North Texas 801 N Texas Blvd Denton, Texas 76201 Url : http://app.joinhandshake.com College Recruiter Manual Posting	Y	0
39	University of Oklahoma 660 Parrington Oval Norman, Oklahoma 73019 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
40	University of Texas 1900 University Ave Austin, Texas 78705 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
41	University of Texas-Arlington 701 S Nedderman Dr Arlington, Texas 76019 Url : http://app.joinhandshake.com College Recruiter Manual Posting	Y	0
42	University of Texas-Austin Moody College of Communicaiton 300 W Dean Keeton (A0900) Austin, Texas 78712 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0

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43	UT Austin College of Natural Sciences 120 Inner Campus Dr Austin, Texas 78412 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
44	UT San Antonio One UTSA Cr San Antonio, Texas 78249 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
45	West Texas A&M University 2501 4th Ave Canyon, Texas 76016 Url : http://app.joinhandshake.com College Recruiter Manual Posting	N	0
46	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/12/2023	Participation in events or programs sponsored by educational institutions	Chief Meteorologist gave talk to Texoma Christian School high school student grades 9-12 in Sherman TX about broadcasting, his career, and broadcast careers generally.	1	Chief Meteorologist
2	4/20/2023	Provision of training to management	Office Manager attended Gray's webinar: The FCC's Equal Employment Opportunity Rules. The webinar focused on the FCC's rules and addressed compliance best practices.	1	Office Mgr
3	4/27/2023	Participation in events or programs sponsored by educational institutions	Chief Meteorologist gave talk to Tishomingo High School students grades 9-12 in Tishomingo, OK about broadcasting, his career, and broadcast careers generally.	1	Chief Meteorologist
4	9/27/2023	Participation in events or programs sponsored by educational institutions	Chief Engineer and Operations Mgr participated in the SE All Majors Career Fair at the campus of Southeastern Oklahoma State University in Durant, OK.	2	Chief Engineer Operations Mgr
5	10/5/2023	Participation in Job Fairs	Operations and Creative Services Managers participated in the Austin College Fall Career and Internship Fair at Austin College in Sherman, TX.	2	Operations Mgr Creative Services Mgr
6	11/8/2023	Participation in events or programs sponsored by educational institutions	Evening Anchor did a talk to the Texoma Christian High School students grades 9-12 in Sherman TX at their lunch and learn. She talked about broadcasting, her career, and broadcast careers generally.	1	Evening Anchor
7	1/17/2024	Participation in events or programs sponsored by educational institutions	Sports Director hosted college student from the University of Mississippi for a job shadow day at the station. He toured the facility with her, spoke about broadcasting, his career, and broadcast careers generally.	1	Sports Director
8	2/7/2024	Participation in events or programs sponsored by educational institutions	Chief Meteorologist hosted 12th grade student from Pottsboro High School in Pottsboro TX for a station tour. He spoke of broadcasting, his career, and broadcast careers generally.	1	Chief Meteorologist
9	2/29/2024	Participation in Job Fairs	News Director and Engineering Supervisor participated in the Austin College Career and Internship Fair in Sherman, TX.	2	News Director Engineering Supervisor

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10	3/12/2024	Participation in events or programs sponsored by educational institutions	News Director attended University of Oklahoma in Norman, OK Gray Career Days where he and other Gray recruiting team members spoke about broadcasting, their careers, and broadcast careers generally.	1	News Director
11	3/18/2024	Participation in events or programs sponsored by educational institutions	News Director attended the University of North Texas in Denton, TX Gray Career Days where he and other Gray News Directors spoke about broadcasting, their careers, and broadcast careers generally.	1	News Director
12	3/21/2024	Establishment of an intern program designed to assist members of the community	The station gives student interns from colleges/universities the opportunity to work and learn in real time News situations. Interns learn to operate news equipment and acquire skills needed for broadcast employment. During the reporting period six students from the University of North Texas and 1 student from the University of Oklahoma were interned at the station.	1	News Director
13	3/22/2024	Participation in events or programs sponsored by educational institutions	News Director attended the University of North Texas in Denton, TX UNT Kickstarter Career Event where he spoke about broadcasting, his career, and broadcast careers generally.	1	News Director