



**KXII(TV)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2010 through March 31, 2011**

**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	23
2	TVJobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	N	11
3	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073  <b>NEWS JOBS ONLY</b>	N	0
4	Gray Television Station Group WSAW-TV Jane Ploeger 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 <a href="mailto:jploeger@wsaw.com">jploeger@wsaw.com</a> <i>Source sends postings to other Gray stations.</i>	N	1
5	Internal Posting / Candidate	N	2
6	Walk In / Mail In / Unsolicited	N	0
7	Word of Mouth Referrals	N	4
8	Southeastern Oklahoma State University Scott Hensley 1405 N 4th Durant, OK 74701 <a href="http://placement.se.edu">http:// placement.se.edu</a> phone 580-745-2270 fax 580-745-7486  POST TO NEW WEBSITE	N	0
9	University of North Texas Fred Watkins 801 N Texas Blvd Denton, TX 76201 <a href="mailto:watkins@unt.edu">watkins@unt.edu</a> 940-565-2000	N  Y Official Request On 7-28-06	0

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10	Oklahoma State University Pam Ehlers 202 Whitehurst Stillwater, OK 74078 fax 405-945-9180 phone 405-744-5253 careers@okstate.edu	N	0
11	University of Texas internet posting at <a href="http://www.utexas.edu">www.utexas.edu</a> (click on employment)	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 Daphne Ruoff 1372 TAMU College Station, TX 77843 979-845-5139 <a href="mailto:services@cctr.tamu.edu">services@cctr.tamu.edu</a> Tandee Moody P O Box 3011 Commerce, TX 75429 903-886-5110 <a href="https://www.myinterfase.com/tamu-commerce/employer">https://www.myinterfase.com/tamu-commerce/employer</a>	N	0
14	Grayson County Community College Susan Lancaster 6101 Grayson Dr Denison, TX 75020 <a href="mailto:lancastersu@grayson.edu">lancastersu@grayson.edu</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:gary@beonair.com">gary@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	7
18	Oklahoma Association of Broadcasters Nancy Struby, 6520 N. Western, Ste 104 Oklahoma City, OK 73116 405-848-0771 fax 405-848-0772 job bank posting by email at oabok.org	N	1
19	<i>The Daily Ardmoreite</i> 117 W Broadway Ardmore, OK 73402 580-223-2200	N	0
20	Express Personnel 1914 N Grand Sherman, TX 75090 903-893-1122 fax 903-893-9131	N	0
21	Apple One Employment 401 E US Highway 82 Sherman, TX 75090 903-813-1096 fax 903-893-6486	N	0
22	Manpower 2001 Loy Lake Rd Ste C Sherman, TX 75090 903-893-9543 fax 903-868-0501	N	0
23	<i>Herald Democrat</i> 603 S Rayburn Freeway Sherman, TX 75090 903-893-8181	N	0
24	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
25	<a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a> (Texas Workforce Commission website)	N	0

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26	<i>Gainesville Daily Register</i> P O Box 309 Gainesville, TX 76241 940-665-5511	N	0
27	<i>Durant Daily Democrat</i> 200 W Beech St Durant, OK 74701 580-924-4388	N	0
28	Chickasaw Nation Cyndie Neal 520 E Arlington Ada, OK 74820 580-436-2603 ph 580-436-7297 cyndie.neal@chickasaw.net	N	0
29	Kelly Services 1800 Teague Dr Sherman, TX 75090 903-893-7777	N	0
30	<i>McKinney Courier Gazette</i> P O Box 400 McKinney, TX 75070-0400 972-542-2631 ph 972-529-1684 fax	N	0
31	<i>Oklahoma Workforce Commission</i> 201 A SW Ardmore, OK 73401 580-223-3291 <a href="http://www.oklahomajoblink.com">www.oklahomajoblink.com</a>	N	0
32	Brown College Career Services Ambie-Luckie Parks 1440 Northland Dr Mendota Heights, MN 55120 651-905-3465 / fax 651-905-3555 Aluckie-parks@brown college.edu Website: <a href="https://my.browncollege.edu/mycampus/employer">https://my.browncollege.edu/mycampus/employer</a>	Y	0
33	Media-Match 714 N. LaBrea Hollywood, CA 90038 323-284-5589 Media-match.com	Y  (since 3-18-09)	0

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34	Ada Evening News 116 N Broadway Ave Ada, OK 74820 580-332-4433 580-332-8734 fax	N	0
35	TCU 2800 S University Dr Fort Worth, TX 76109 Schieffer School of Journalism TCU Aaron Chimbel (817)257-6579 a.chimbel@tcu.edu	N (since 3-26-10)	0
36	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 anclark@uta.edu	Y (since 4-23-10)	0
37	Sherman Chamber of Commerce Traci Carlson, President 307 W Washington Sherman, TX 75090 (903)893-1184 bfulton@shermanchamber.us	Y (since 6-2-10)	0
38	East Central University Shawna Jackson 1100 E. 14h St. Ada, OK 74820 shabjac@ecok.edu	N	0
39	National Association of Black Journalists Natalia Prakash 1100 Knight Hall Ste 3100 College Park, MD 20742 P 301-405-0248, F 301-314-1714 nprakash@nabj.org	N (since 2-17-11) NEWS JOBS ONLY	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
40			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			49



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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	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 five students interned in the station's Production/News departments.
2	Participate in job fairs/career days	On April 23, 2010, the station participated in a media/interview day at the University of North Texas in Denton, TX. Station participants included News Director.
3	Participate in job fairs/career days	On April 30, 2010, the station participated in the Texoma Career Connection at Midway Mall in Sherman, TX. Station participants included Operations Mgr, GSM and News Director.
4	Management EEO training	On May 11, 2010, Office Mgr attended a EEO Webinar hosted by TAB- Brendon Holland, David Wright Tremaine LLP from 12-2pC time. Topic was FCC's Equal Employment Opportunity Rules. Office Mgr then covered info afterwards in a dept head meeting attended by GM, GSM, Chief Engineer, News Director, and Operations Mgr.
5	Management EEO training	On June 17, 2010 a FCC EEO rules and regulations training seminar was hosted by Wiley Rein LLP and in attendance was the GM, Operations Mgr, Office Mgr, Chief Engineer, GSM, and News Director.
6	Event or program sponsored by educational institution relating to broadcast careers	On April 1, 2010, General Mgr gave presentation to the Mass Media Broadcast class at Texas A&M University campus in Commerce, TX . The talk addressed broadcasting, his career, and broadcast careers generally.
7	Event or program sponsored by educational institution relating to broadcast careers	On April 9, 2010, Meteorologist gave talk to Ardmore High School students about broadcasting, his career, and broadcast careers generally.
8	Event or program sponsored by educational institution relating to broadcast careers	On April 13, 2010, Meteorologist gave station tour and talk to Valley View high school students about broadcasting, his career, and broadcast careers generally
9	Event or program sponsored by educational institution relating to broadcast careers	On April 16, 2010, Meteorologist gave talk to Honey Grove high school students about broadcasting, his career, and broadcast careers generally.
10	Event or program sponsored by educational institution relating to broadcast careers	On April 21, 2010, Meteorologist gave talk to Bennington high school students about broadcasting, his career, and broadcast careers generally.



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11	Event or program sponsored by educational institution relating to broadcast careers	On May 14, 2010, Meteorologist gave talk to Callisburg high school students about broadcasting, his career, and broadcast careers generally.
12	Event or program sponsored by educational institution relating to broadcast careers	On May 17, 2010, Meteorologist gave talk to Atoka high school students about broadcasting, his career, and broadcast careers generally.
13	Event or program sponsored by educational institution relating to broadcast careers	On June 8, 2010, Meteorologist gave tour to Bennington high school gifted and talented students about broadcasting, his career, and broadcast careers generally.
14	Event or program sponsored by educational institution relating to broadcast careers	On September 27, 2010, Meteorologist gave talk to Whitewright high school students about broadcasting, his career, and broadcast careers generally.
15	Event or program sponsored by educational institution relating to broadcast careers	On September 29, 2010, Meteorologists gave talk to Silo high school students about broadcasting, his career, and broadcast careers generally.
16	Event or program sponsored by educational institution relating to broadcast careers	On September 29, 2010, Meteorologist gave talk to Grayson County college students about broadcasting, his career, and broadcast careers generally.
17	Event or program sponsored by educational institution relating to broadcast careers	On October 6, 2010, Meteorologist gave talk to Ector high school students about broadcasting, his career, and broadcast careers generally.
18	Event or program sponsored by educational institution relating to broadcast careers	On October 19, 2010, Meteorologist gave talk to St. Jo high school students about broadcasting, his career, and broadcast careers generally.
19	Event or program sponsored by educational institution relating to broadcast careers	On October 26 and 29, 2010, Meteorologists gave talk to Sherman high school students about broadcasting, his career, and broadcast careers generally.
20	Event or program sponsored by educational institution relating to broadcast careers	On October 28, 2010, Anchor/Reporter gave talk to University of Arlington journalism students about broadcasting, his career, and broadcast careers generally.
21	Event or program sponsored by educational institution relating to broadcast careers	