

KTBS TV and KPXJ(DT)*
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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
ANCHOR/MMJ	1-5, 9, 11, 13-17, 20, 23-24, 27-34,36, 38-42, 44-48, 50-60, 62-63, 65-68,70-71	32
Regional Sales Manager	2, 4-5, 7, 9, 11, 13-17, 19-20, 24, 27-32, 34, 36, 38-42, 44-48, 50, 51, 53-60, 62-63, 65, 67-68, 70-71	19
News Technical Director	4-6, 10, 18, 20, 28, 30-32, 36, 40-41, 44, 47, 53-55, 58-59, 62-63, 66, 70-71	28
News Technical Director	4-6, 10, 18, 20, 28, 30-32, 36, 40-41, 44, 47, 53-55, 58-59, 62-63, 66, 70-71	28
News Technical Director	4-6, 10, 18, 20, 28, 30-32, 36, 40-41, 44, 47, 53-55, 58-59, 62-63, 66, 70-71	47
Media Sales Executive Assistant	4, 8, 19-20, 28, 30-33, 36-37, 40-41, 43 -44, 47, 53-55, 58-59, 62-64, 69-70	28
Media Sales Executive Assistant	4, 8, 19-20, 28, 30-33, 36-37, 40-41, 43 -44, 47, 53-55, 58-59, 62-64, 69-70	37
Media Sales Executive Assistant	4, 8, 19-20, 28, 30-33, 36-37, 40-41, 43 -44, 47, 53-55, 58-59, 62-64, 69-70	37
Media Sales Executive Assistant	4, 8, 19-20, 28, 30-33, 36-37, 40-41, 43 -44, 47, 53-55, 58-59, 62-64, 69-70	37
News Producer	4, 8, 19-20, 28, 30-33, 40-41, 43-44, 47, 53, 55, 59, 63-64, 69-71	19
Sales Account Executive	4, 8, 20, 28, 30-33, 37, 40-41, 43-44, 47, 53, 55, 59, 63-64, 69-70	32
News Producer	4, 20, 23, 28, 30-33, 40-41, 44, 47, 52- 55, 58-59, 62-63, 66, 70-71	28
News Producer	4, 20, 23, 28, 30-33, 40-41, 44, 47, 52- 55, 58-59, 62-63, 66, 70-71	32
Multimedia Journalist	4, 19-20, 23, 25, 28, 30-33, 40-41, 44, 47, 52-53, 55, 59, 63, 66, 70	19
ANCHOR/MMJ	4, 19-20, 23, 25, 28, 30-33, 40-41, 44, 47, 52-55, 58-59, 61, 63, 66, 69-71	61
News Technical Director	4-5, 18-20, 26, 28, 30-33, 36, 40-41, 44, 47, 54-55, 58-59, 62-63, 66, 70	18
Multimedia Journalist	4, 6, 12, 18, 20, 23, 28, 30-33, 37, 40- 41, 44, 47, 52, 54-55, 58-59, 61-63, 66, 69-71	61

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Multimedia Journalist	4, 6, 12, 18, 20, 23, 28, 30-33, 37, 40-41, 44, 47, 52, 54-55, 58-59, 61-63, 66, 69-71	61
Multimedia Journalist	4, 6, 12, 18, 20, 23, 28, 30-33, 37, 40-41, 44, 47, 52, 54-55, 58-59, 61-63, 66, 69-71	47
Multimedia Journalist	4, 6, 12, 18, 20, 23, 28, 30-33, 37, 40-41, 44, 47, 52, 54-55, 58-59, 61-63, 66, 69-71	37
Sales Account Executive	4, 8, 20-22, 25, 28, 30-33, 36-37, 40-41, 44, 47, 54-55, 58-59, 63, 69-71	22
System Administrator	4, 8, 19-20, 25, 28, 30-33, 36-37, 40-41, 44, 47, 54-55, 58-59, 63, 70-71	37

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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	Jeff Marcu, 719-388-9765, Jeff@OTAtalent.com	N	1
2	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
3	AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt	N	0
4	Arkansas Tech University 1605 Coliseum Dr Room 211 Russellville, Arkansas 72801 Phone : 479-968-0278 Email : career.services@mail.ATU.edu Fax : 1-479-964-0863 Bubba Fender	N	0
5	Ayers Institute 3010 Knight Street Suite 300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 1-318-868-7701 Darlene Robinson	N	0
6	Bossier Parish Community College Job Placement Center, Bldg F, Rm 242 6220 East Texas Street Bossier City, Louisiana 71111 Phone : 318-678-6084 Kathy Busch Manual Posting	N	1
7	BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith	N	0
8	Broadcast Employment Services TV Jobs.com/postjobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0

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9	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
10	Call In	N	1
11	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
12	David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919-870-9121 Steve Swienckowski Manual Posting	N	0
13	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
14	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
15	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
16	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
18	Digital Media Institute 2031 Kings Hwy Shreveport, Louisiana 71103 Phone : 318-213-0789 John Miralles Manual Posting	N	2
19	Employee Referral	N	9
20	ETBU 1209 North Grove St Marshall, Texas 75670 Phone : 903-935-7963 Email : drogers@etbu.edu Fax : 1-903-938-1705 Debbie Rogers	N	0
21	Former Employee	N	1
22	Former Employee Referral	N	1
23	Frank N. Magid Associates, Inc. One Research Center Marion, Iowa 52302 Phone : 651-295-5950 Julie Seebold Manual Posting	N	1
24	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0
25	Grambling State University Jacob T. Stewart Bldg., 1st floor, Ste 130 403 Main Street Grambling, Louisiana 71245 Phone : 318-274-2346 Email : pattersonj@gram.edu Fax : 1-318-274-3357 Johnny Patterson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Greater Shreveport Chamber JobPort 400 Edwards Street Shreveport, Louisiana 71101 Phone : 318-677-2500 Carole Bennett Manual Posting	N	0
27	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
28	INDEED.COM 177 Broad Street Stamford, Connecticut 06901 Phone : 800-462-5842 Url : indeed.com David Nelson Manual Posting	N	24
29	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
30	KTBS Job Board 312 E Kings Hwy Shreveport, Louisiana 71104-3504 Phone : 318-861-5832 Url : ktbs.com Winnie Scott Manual Posting	N	0
31	KTBS Television Advertising 312 E Kings Hwy Shreveport, Louisiana 71104-3504 Phone : 318-861-5832 Winnie Scott Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	KTBS Website 312 E Kings Hwy Shreveport, Louisiana 71104-3504 Phone : 318-861-5832 Url : ktbs.com Winnie Scott Manual Posting	N	8
33	La Assn of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : lab@broadcasters.org Fax : 1-225-267-4329 Polly Johnson	N	0
34	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
36	La. Rehabilitation Services 1525 Fairfield Rm 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 1-318-676-7176 Chuck Vaughan	N	0
37	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Url : linkedin.com Sherri McCallie Manual Posting	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Louisiana College/Dept of Communications Arts 1140 College Dr - Box 554 Pineville, Louisiana 71359 Phone : 318-487-7598 Fax : 318-487-7191 Bennett Strange	N	0
39	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Fax : 1-504-865-2382 Mark LaHood	N	0
40	LSU - Handshake 112 Thomas Boyd Baton Rouge, Louisiana 70803 Phone : 225-388-0146 Mary Ann Manual Posting	N	0
41	LSU-S - Handshake 1 University Place Shreveport, Louisiana 71115 Phone : 318-797-5062 Jennifer Flynn-McKevitt Manual Posting	N	0
42	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
43	MonroeHelpWanted.com P O Box 674054 Detroit, Michigan 48267 Phone : 318-540-4138 Brenna Petricko Manual Posting	N	0
44	NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : thompson1856@yahoo.com Lloyd Thompson	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
46	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
47	Northwestern State University 306 Friedman Student Union Natchitoches, Louisiana 71497 Phone : 318-357-4050 Randi Washington Manual Posting	N	4
48	Our Lady of Holy Cross College 4123 Woodland Dr New Orleans, Louisiana 70131 Phone : 504-394-7744 Fax : 504-391-2421 Stanton McNeely	N	0
50	Panola College 1109 West Panola Carthage, Texas 75633 Phone : 903-693-2051 Fax : 1-903-693-2018 Temeka Jeter	N	0
51	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0

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52	SFA State University PO Box 13032, SFA Station Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : Jobs4Jacks Tanya Moreno Manual Posting	N	0
53	Shreveport Help Wanted.com P O Box 674054 Detroit, Michigan 48267-4054 Phone : 318-540-4138 Brenna Petricko Manual Posting	N	1
54	Shreveport Job Corps Center 2815 Lillian Street Shreveport, Louisiana 71109 Phone : 318-629-7555 Fax : 1-318-629-1217 Carol Darby	N	0
55	Southern Arkansas University 100 East University MSC 9254 Magnolia, Arkansas 71753 Phone : 870-235-4097 Email : AMSands@saumag.edu Fax : 1-870-235-5262 Anne Marie Sands	N	0
56	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
57	Southern University-Baton Rouge Southern Branch Post Office - Box 9770 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Fax : 225-771-3272 Al Barron	N	0

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58	Southern University-BR P O Box 10400 Baton Rouge, Louisiana 70813 Phone : 225-771-2680 Fax : 1-225-771-5617 Sonia Roberts	N	0
59	Southern University-Shreveport 3050 M L King Jr Drive Shreveport, Louisiana 71107 Phone : 318-670-6334 Email : twilliams@susla.edu Fax : 1-318-674-3301 Tuesday Williams	N	0
60	State of LA Governor's Office of Women's Services 2716-A Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-925-6922 Fax : 225-922-2574 Consuella Savoie	N	0
61	Talent Dynamics 322 Dawson Waxahachie, Texas 75167 Phone : 214-640-3139 Url : www.talentedynamics.com Sandra Connell Manual Posting	N	3
62	Texarkana College 2500 N. Robison Rd Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 1-903-832-5030 Georgia McFaul	N	0
63	Texarkana Workforce Center P O Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 1-903-792-2976 Bruce Kitchens	N	0

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64	TexarkanaHelpWanted.com P O Box 674054 Detroit, Michigan 48267-4054 Phone : 318-540-4138 Brenna Petricko Manual Posting	N	0
65	The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department	N	0
66	TV Jobs.com Website Shreveport, Louisiana 71104-3504 Phone : 760-754-8177 Url : tvjobs.com Mark Holloway Manual Posting	N	1
67	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-747-0612 Fax : 212-820-0157 Executive Director	N	0
68	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
69	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-923-2479 Email : ccooper@wileyc.edu Fax : 1-903-923-2460 Christine Cooper	N	0

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70	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
71	Xavier University 1 Drexel Avenue - P.O. Box 65A New Orleans, Louisiana 70125 Phone : 504-486-7411 Fax : 504-520-7914 Director of	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			73

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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	1/30/2020	Sponsorship of events in the community designed to increase public awareness	KTBS Caravan to DeQueen AR to discuss the station, local ownership and how small towns are important to KTBS.	5	Comm Project Dir MMJ Sat Truck Op Meteorologist
2	2/4/2020	Participation in other activities designed by the station employment unit	Ringgold Elementary toured the station with thirty two 3rd grade students and three adults.	1	Prod Director
3	2/6/2020	Participation in other activities designed by the station employment unit	Southern University toured the station with fifteen college students	1	Prod Director
4	2/11/2020	Participation in Job Fairs	KTBS participated in the Northwestern State Career Fair	1	Marketing MGR
5	2/12/2020	Participation in events or programs sponsored by educational institutions	KTBS participated in the LA Tech Employer Reception-Recruitment Event	1	Marketing MGR
6	2/13/2020	Sponsorship of events in the community designed to increase public awareness	Community Caravan to Springhill, La to discuss role of each employee attending and importance of rural hospitals	5	Community Proj Director Local Sales AE MMJ Meteorologist
7	2/18/2020	Participation in other activities designed by the station employment unit	Girl Scout Troop 1357 toured the station with twenty students and three adults	1	Prod Director
8	2/24/2020	Participation in other activities designed by the station employment unit	Student from Belmont University will Job Shadow in the Production Department February 24th & 25th	1	Marketing MGR
9	2/26/2020	Establishment of an intern program designed to assist members of the community	Centenary College student will intern in the newsroom	1	News Director
10	3/2/2020	Participation in events or programs sponsored by educational institutions	One of our Anchor/Multimedia Journalists was asked to participate in the Read Across America event at Plantation Park Elementary's 4th grade class.	1	Anchor/MMJ
11	3/5/2020	Participation in events or programs sponsored by educational institutions	One of our Meteorologist spoke to the Benton Elementary 3rd grade class about weather, climate & how he puts the forecast together each day.	1	Meteorologist

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12	3/6/2020	Participation in events or programs sponsored by educational institutions	One of our Multimedia Journalists was asked to participate in the Read Across America event at Linwood Charter School's Pre-K Class.	1	MMJ
13	3/12/2020	Participation in other activities designed by the station employment unit	11th & 12th grade students from Green Oaks Leadership Academy toured the station.	1	Prod Director
14	3/20/2020	Establishment of training programs for station personnel	Trainer from Southwest Digital Inc trained our Marketing Department and News Technical Directors on Viz Artist Real-Time Advanced & Integration workflows, Viz Ticker 3D Design & Workflows, VCP Advanced Template Design, Integration & workflows.	3	News Graphics Manager Motion Graphics Designer News Technical Director
15	4/22/2020	Participation in Job Fairs	KTBS participated in the LSUS Career Fair	2	Marketing MGR
16	7/9/2020	Provision of training to management	Diversity in the Workplace training webinar	10	Station Manager Controller News Director Traffic Manager
17	7/21/2020	Provision of training to management	News Director and Station Manager held a meeting to discuss diversity, inclusion and cultural sensitivity while practicing Journalism	28	Station Manager News Director Executive News Producer Asst News Director
18	7/23/2020	Sponsorship of events in the community designed to increase public awareness	Community Caravan to Haynesville LA to discuss local ownership of KTBS, role of each employee attending the caravan and importance of Claiborne Parish to KTBS	8	Community Proj Director Local Sales Manager Local Sales AE Media Sales Asst
19	8/13/2020	Establishment of training programs for station personnel	Zoom meeting for all news personnel with a professor from LSUS titled: Creating Conversations for a Diverse & Inclusive Community.	15	News Director Content Manager Station Manager HR Asst
20	12/3/2020	Sponsorship of events in the community designed to increase public awareness	Community Caravan to Ruston La to discuss KTBS and the Ruston area	4	Community Proj Director Multi Media Journalist Meteorologist Multi Media Journalist

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21	12/15/2020	Sponsorship of events in the community designed to increase public awareness	Teachers across the Arklatex submit applications for the KTBS One Class at a Time award. KTBS presents these awards to nine teachers in the Arklatex with a \$1,000 check to help with classroom activities. Our Community Project Director speaks to students during the award ceremony speaking to the importance of an education and education required in Journalism.	1	Community Proj Director