

KTBS 3
EEO PUBLIC FILE REPORT
January 22, 2017 - January 21, 2018

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 |
|---|--|-------------------------------|
| Video Asset Manager | 7, 23, 33-34 | 7 |
| News Producer | 3-4, 6-8, 10-13, 15-17, 19-20, 22, 25-26, 28-29, 31 | 26 |
| Multimedia Journalist | 1, 3-4, 6, 8-11, 13-20, 22-23, 25-29, 31, 35 | 9 |
| Multimedia Journalist | 1, 3-4, 6, 8-11, 13-20, 22-23, 25-29, 31, 35 | 27 |
| Multimedia Journalist | 1, 3-4, 6, 8-11, 13-20, 22-23, 25-29, 31, 35 | 26 |
| Master Control Operator | 6, 8, 10-12, 15, 17, 19-26, 28-31 | 26 |
| NEWS TECHNICAL DIRECTOR | 1, 3-4, 6, 8, 10-12, 15-17, 19-20, 22-26, 28-29, 31 | 26 |
| NEWS TECHNICAL DIRECTOR | 1, 3-4, 6, 8, 10-12, 15-17, 19-20, 22-26, 28-29, 31 | 26 |
| Broadcast-Digital Sales Account Executive | 2-8, 10-12, 15-17, 19-20, 22-26, 28-29, 31-32 | 32 |
| Broadcast-Digital Sales Account Executive | 2-8, 10-12, 15-17, 19-20, 22-26, 28-29, 31-32 | 7 |
| Broadcast-Digital Sales Account Executive | 2-8, 10-12, 15-17, 19-20, 22-26, 28-29, 31-32 | 32 |
| Broadcast-Digital Sales Account Executive | 2-8, 10-12, 15-17, 19-20, 22-26, 28-29, 31-32 | 26 |
| News Producer | 7 | 7 |
| News Producer | 7 | 7 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | 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 |
| 2 | Ayers Institute 3010 Knight Street Suite 300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 1-318-868-7701 Darlene Robinson | N | 0 |
| 3 | 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 | 0 |
| 4 | Centenary College P O Box 41188 Shreveport, Louisiana 71134 Phone : 318-869-5360 Dennis Taylor Manual Posting | N | 0 |
| 5 | East Texas Baptist University One Tiger Drive Marshall, Texas 75670 Phone : 903-923-2076 Career Services Manual Posting | Y | 0 |
| 6 | EastTexasHelpWanted.com P O Box 674054 Detroit, Michigan 48267-4054 Phone : 318-918-1614 Maureen Daley Manual Posting | N | 0 |
| 7 | Employee Referral | N | 7 |

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|-----------|--|---|--|
| 8 | 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 |
| 9 | Former Employee | N | 1 |
| 10 | Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services | N | 0 |
| 11 | 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 |
| 12 | La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain | N | 0 |
| 13 | LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Url : linkedin.com Sherri McCallie Manual Posting | N | 0 |
| 14 | 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 |

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|-----------|---|---|--|
| 15 | LSU Shreveport 1 University Place Shreveport, Louisiana 71115 Phone : 318-795-4239 Gina Starnes Manual Posting | N | 0 |
| 16 | MonroeHelpWanted.com P O Box 674054 Detroit, Michigan 48267 Phone : 318-540-4138 Brenna Petricko Manual Posting | N | 0 |
| 17 | NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : thompson1856@yahoo.com Lloyd Thompson | Y | 0 |
| 18 | New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich | N | 0 |
| 19 | Northwestern State University P O Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-5621 Email : booner@nsula.edu Fax : 1-318-357-5690 Rebecca Boone | N | 0 |
| 20 | Panola College 1109 West Panola Carthage, Texas 75633 Phone : 903-693-2051 Fax : 1-903-693-2018 Temeka Jeter | N | 0 |
| 21 | PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta | N | 0 |

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|-----------|--|---|--|
| 22 | SFA State University PO Box 13032, SFA Station Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : Jobs4Jacks Tanya Moreno Manual Posting | N | 0 |
| 23 | Shreveport Help Wanted.com P O Box 674054 Detroit, Michigan 48267-4054 Phone : 318-540-4138 Brenna Petricko Manual Posting | N | 1 |
| 24 | Southern Arkansas University Box 9254 Magnolia, Arkansas 70754 Phone : 870-235-4097 Fax : 1-870-235-5262 Wilma Williams | N | 0 |
| 25 | 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 |
| 26 | Station Website | N | 6 |
| 27 | Talent Dynamics Street Shreveport, Louisiana 71104 Phone : 214-951-9610 Email : davis@talentdynamics.com Fax : 1-214-951-9610 JJ Davis | N | 1 |
| 28 | Texarkana College 2500 N. Robison Rd Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 1-903-832-5030 Georgia McFaul | N | 0 |

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|--|--|---|--|
| 29 | Texarkana Workforce Center P O Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 1-903-792-2976 Bruce Kitchens | N | 0 |
| 30 | Tyler Morning Telegraph 410 West Erwin Street Tyler, Texas 75702 Phone : 903-597-4987 Mona Bryner Manual Posting | N | 0 |
| 31 | University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director | N | 0 |
| 32 | Walk In | N | 2 |
| 33 | Walk In/Self-Referral | N | 1 |
| 34 | Word of Mouth Referral | N | 1 |
| 35 | 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: | | | 20 |

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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 | 1/23/2017 | Participation in other activities designed by the station employment unit | First Baptist Church School K-4 Bridging Class toured the station. Nine adults and nine children | 1 | Prod Comm Dir |
| 2 | 1/23/2017 | Establishment of an intern program designed to assist members of the community | Student from Bossier Parish Community College interned in News room from January 23 - May 25 | 1 | News Director |
| 3 | 2/1/2017 | Establishment of an intern program designed to assist members of the community | La Tech graduate interned in news room starting 2/1/17 | 1 | News Director |
| 4 | 2/2/2017 | Participation in events or programs sponsored by educational institutions | Two students from Haughton High School job shadowed in the news room | 1 | Content Manager |
| 5 | 2/17/2017 | Participation in events or programs sponsored by educational institutions | Student from Benton Middle School job shadowed in news room. Learning about the editorial and tech aspects of the KTBS News operations. | 1 | News Operation MGR |
| 6 | 3/7/2017 | Participation in scholarship programs | KTBS participated in the Association of Federal Communications Consulting Engineers scholarship program by promoting the scholarship program on our website and providing a link to the AFCCE website and application. | 1 | Controller |
| 7 | 4/6/2017 | Participation in Job Fairs | ETBU Career Fair | 3 | Controller News Director Local Sales MGR |
| 8 | 4/10/2017 | Participation in Job Fairs | LAB Job Fair held at University of Lafayette | 2 | Marketing Mgr Local Sales MGR |
| 9 | 5/15/2017 | Establishment of an intern program designed to assist members of the community | Student from Ohio University-Athens will intern in the news room with an emphasis on newscast producing. | 1 | Content Producer |
| 10 | 5/18/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Gibsland, La | 4 | Comm Proj Dir Anchor Meterologist Local Sales AE |
| 11 | 5/24/2017 | Establishment of an intern program designed to assist members of the community | La Tech University student will intern in the newsroom beginning May 24, 2017. Student will be introduced to the basics of television news production with an emphasis on newscast production. | 1 | Executive Producer |

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| 12 | 6/22/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Ruston La to discuss KTBS, our employees and promoting the Ruston peach festival | 3 | Comm Proj Dir Anchor Meterologist |
| 13 | 7/10/2017 | Establishment of an intern program designed to assist members of the community | Student from La Tech University interned in the News room with an exposure in the basics of News production with an emphasis on producing. | 1 | Producer |
| 14 | 7/13/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Minden La to discuss KTBS, our local ownership and longevity of employees | 5 | Comm Proj Dir anchor Meterologist New Operation MGR |
| 15 | 7/18/2017 | Participation in other activities designed by the station employment unit | Loyalty Behavior Counseling toured the station with 23 children and 6 adults | 1 | Prod Comm Dir |
| 16 | 7/26/2017 | Participation in other activities designed by the station employment unit | Business Exchange International with 80 members toured the station | 4 | Station MGR Prod Comm Dir Admin Asst Local Sales AE |
| 17 | 8/3/2017 | Participation in events or programs sponsored by educational institutions | Graduate of University of Alabama will be a Job Shadow for 2 days. Student is interested in Morning News | 1 | MMJ |
| 18 | 8/3/2017 | Participation in other activities designed by the station employment unit | Friends Home School Group-Bossier toured the station with 30 students and 10 adults | 1 | Commercial Director |
| 19 | 8/10/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to New Boston, TX | 5 | Comm Proj Mgr MMJ/Anchor Meteorologist Local AE |
| 20 | 9/8/2017 | Participation in events sponsored by community groups | KTBS participated in the Texarkana Workforce Solutions LEAP Youth Career Expo | 2 | Marketing Mgr Local Sales AE |
| 21 | 9/21/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Broken Bow, OK | 4 | Comm Proj Mgr Local AE MMJ Meteorologist |
| 22 | 9/26/2017 | Participation in other activities designed by the station employment unit | St Mary's School toured the station with thirty one 4th graders and eight adults | 1 | Prod Comm Dir |

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| 23 | 10/5/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to MT Pleasant, TX | 5 | Comm Proj Mgr Local AE Meteorologist MMJ/Anchor |
| 24 | 10/12/2017 | Participation in events or programs sponsored by educational institutions | Mentored a student from Haughton High School on his senior project in regards to shooting and editing a promotional video from October 12 - November 15 2017 | 1 | News Op Manager |
| 25 | 11/2/2017 | Establishment of an intern program designed to assist members of the community | Intern will learn basics of Television news production. | 1 | Exec Content Producer |
| 26 | 11/16/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Natchitoches, La | 6 | Station Mgr Comm Proj Director Local Sales AE Meteorologist |
| 27 | 12/1/2017 | Participation in events or programs sponsored by educational institutions | Walnut Hill Career Fair | 1 | Marketing MGR |
| 28 | 12/7/2017 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Marshall, TX | 5 | Comm Proj Director Local Sales AE MMJ/Anchor Meteorologist |
| 29 | 1/11/2018 | Sponsorship of events in the community designed to increase public awareness | Community Caravan to Arcadia | 6 | Comm Proj Director Local Sales AE MMJ/Anchor Meteorologist |