

**[KFDA-TV/KEYU-TV/KZBZ-CD]**  
**EEO PUBLIC FILE REPORT**  
**[April 1, 2020 – March 31, 2021]**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	1-13, 16, 17, 20, 21	20
Broadcast Producer	1-14, 16-21	14
Reporter/MMJ	1-13, 16-21	18
Reporter/MMJ	1-14, 16-21	14
Reporter/MMJ	1-13, 16-21	16
Reporter/MMJ	1-13, 16-21	16
Creative Services Producer	1-14, 16, 17, 20, 21	14
Reporter/MMJ	1-13, 16-21	16
Digital News Producer	1-13, 16-21	16
Digital News Producer	1-13, 16-21	16
Reporter/MMJ	1-13, 16-21	16
Production Assistant	1-13, 16, 17, 20, 21	17
General Sales Manager	16-18, 20	20
Production Assistant	1-13, 16-21	18
Sports Anchor/Reporter	1-14, 16-21	14
Production Assistant	1-13, 16-21	20

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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	Amarillo College, Don Abel, Box 7447 Amarillo, TX 79109 Ph. 806-371-5298	Y	1
2	Amarillo Hispanic Chamber of Commerce, Gus Trujillo, Box 1861 Amarillo, TX 79109 Ph. 806-379-8800	Y	
3	Colorado Media School, Donna Byrd, 404 S. Upham St. Lockwood, CO 80226 Ph. 303-937-7070		
4	Eastern New Mexico University Recruiting Source ENMU Station #34 Portales, NM 88130 Ph. 575-562-1011	Y	
5	Oklahoma State University Career Services 360 Student Union Stillwater, OK 74078 Ph. 405-744-2242		
6	Texas Association of Broadcasters Anna Romero 502 E. 11 <sup>th</sup> St. Suite 200 Austin, TX 78701 Ph. 512-322-9944	Y	
7	Texas Tech University Emily Balke Box 43082 Lubbock, TX 79409 Ph. 806-742-6500	Y	1
8	Univ. of North Texas Tammy van der Leest, 1155 Union Circle, #310895 Denton, TX 76203 Ph. 940-369-8656	Y	
9	Univ. of Oklahoma, Justin Morris, 900 Asp Ave, Room 323 Norman, OK 73019 Ph. 405-325-1974		
10	Univ. of Texas Recruiting Source 1 University Station A0901 CMA 3202 Austin, TX78712 Ph. 512-417-9421		
11	West Texas A&M University, Karl Kimsey, Box 60728 Canyon, TX Ph. 806-651-2345	Y	3
12	(Workforce Solutions) Texas Workforce Center Trent Morris Box 1682 Amarillo, TX 79109 Ph. 806-372-5521	Y	
13	Welcome Pardner! DJ Stubben dj@welcomepardner.com		1
14	KFDA-TV Employee Referrals		5
15	WTAMU Career Fair		1
16	Gray TV Website <a href="http://www.graytv.com">www.graytv.com</a>		22
17	KFDA-TV Website <a href="http://www.newschannel10.com">www.newschannel10.com</a>		19
18	LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a>		9
19	TV Jobs <a href="http://www.tvjobs.com">www.tvjobs.com</a>		
20	Indeed <a href="http://www.indeed.com">www.indeed.com</a>		5
21	Medialine <a href="http://www.medialinetalent.com">www.medialinetalent.com</a>		
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>67</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management Training Program - Gray 2020 Training Initiatives	7/9/20-8/4/20 Our General Manager, participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and conclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and agility, how to apologize effectively.
<b>2</b>	Management Training Program - Gray 2020 Training Initiatives	On 11/19/2020 our HR Coordinator, participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.
<b>3</b>	Participated in Job Fair	3/4/2021 West Texas A&M University Spring Career Expo Participants: HR Coordinator, News Director, Assistant News Director, Operations Manager, General Sales Manager
<b>4</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues - Career Task Force Panel	On 3/30/2020 our HR Coordinator participated in a Q&A discussion with future Communications graduates of the University of North Texas.