



EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022

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	Station Website – Kalb.com www.kalb.com	No	11
2	Station on Air – KALB(NBC), NALB(CBS), OALB(CW)	No	5
3	Gray TV Website www.gray.tv/careers	No	14
4	TV Jobs.com www.tvjobs.com	No	0
5	Word of Mouth / Industry Referral	No	10
6	Walk In / Self Referral	No	0
7	Grambling State University Career Services P.O. Box 4264 Grambling, LA 71245	No	0
8	Louisiana College – Pineville Career Development 1140 College Drive Pineville, LA 71359	No	10
9	Louisiana State University – Baton Rouge Office of HR Management 110 Thomas Boyd Hall Baton Rouge, LA 70803	No	0
10	Louisiana State University – Alexandria Student Development Specialist 8100 Hwy 71 South Alexandria, LA 71302	No	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Loyola University Student Affairs 6363 St. Charles Avenue, New Orleans, LA 70888	No	0
12	Mississippi State University Learning and Development P.O. Box 9725 Mississippi State University, MS 39762	No	0
13	Northwestern State University Human Resources Hall- 140 Natchitoches, LA 71497	No	4
14	Southeastern Louisiana University Human Resources 900 D West University Ave, SLU 10799 Hammond, LA 7040	No	0
15	Southern University Human Resources 901 Harding Blvd. Baton Rouge, LA 70807	No	0
16	University of Louisiana – Lafayette Student Affairs PO Box 41730 Lafayette, LA 70504	No	0
17	University of Louisiana – Monroe Student Affairs 120 Stubbs Hall Monroe, LA 71209	No	0
18	University of Mississippi Career Life Connector 134 Lyceum University, MS 38677	No	0
19	University of Southern Mississippi Human Resources 118 College Drive, # 5111 Hattiesburg, MS 39406	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Xavier University of Louisiana Office of Career Services 1 Drexel Drive New Orleans, LA 70125	No	0
21	Indeed www.indeed.com	No	20
Total Interviewed			82



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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Events or Programs sponsored by Educational Institutions relating to career opportunities in Broadcasting	01/20-12/20: News Director functions as an adjunct Convergence Media Professor at Louisiana College. His classes include hands-on learning with current broadcast equipment and offers internship opportunities with between students and KALB following course completion.
2	Internship Program	Suspended due to Covid-19 (effective March 2020)
3	FCC EEOC Training	May 11-June 11, 2021 – New Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Group, 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 inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively
4	Events or Programs sponsored by Educational Institutions relating to career opportunities in Broadcasting	September 17, 2021-January 31, 2022 – Chief Meteorologist created and implemented a Weather Lab, in conjunction with the school systems. Our Meteorologists conduct weekly weather labs throughout the viewing area, educating high school students on weather, forecasting, meteorology, and the possibilities/opportunities in this field as a career.

5	Participation in Career Fairs	October 7, 2021 - Local Sales Manager meets with Counselors at Northwestern State University to discuss and implement career opportunities in several job fields offered for KALB. Informing these counselors of sales opportunities in our industry, and also opening up the possibility of future internships, and job fairs with our entities for 2022.
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