

KAIT
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

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	Arkansas Baptist College Dean Mary Jarrett 1600 Bishop Little Rock, AR 72202 501-374-7856	N	
2	Arkansas State University Black Students Association P.O. Box 1980 State University, AR 723467-1980 870-972-3454	N	
3	The Links Inc Shirley Mynhier 1200 Massachusetts Avenue NW Washington, DC 20001 202-842-8686	N	
4	Society of Professional Journalists Earnest Ford Jr. 3909 Meridian Street Indianapolis, IN 46208 317-927-8000	N	
5	KOMU-TV University of Missouri Stacey Woeful 5550 Highway 63 South Columbia, MO 65201 570-884-6397	N	
6	Emma L. Bowen Foundation for Minority Interest in Media Sandra Rice 524 West 57 th Street New York, NY 10019 212-975-2545	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Japanese American Citizens League National Headquarters 1765 Sutter Street San Francisco, CA 94115	N	
8	University of Florida College of Journalism & Communication Dept. of Telecommunication David Ostroff P.O. Box 118400 Gainesville, FL 32611-8400 352-392-0463	N	
9	Northern Vermont University-Lyndon News 7 Darlene Gilman P.O. Box 919 Lyndonville, VT 05851 802-626-6221	N	
10	First Baptist Church P.O. Box 1881 State University, AR 72467-1881 870-931-0493	N	
11	Illinois State University Media Relations Jay Groves Media Relations, Dept. 32510 Norman, IL 61790-3250 309-438-5631	N	
12	Arkansas Department of Workforce Services Hershel Jones hershel.jones@arkansas.gov 870-935-5594	N	
13	Arkansas Broadcasters Association Jim McCall mail@arkbroadcasters.org 501-227-7564	N	
14	Arkansas State University School of Media & Journalism Dr. Brad Rawlins P.O. Box 1930 State University, AR 72467-1930 870-972-3070	N	

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15	University of Kansas William Allen White School of Journalism & Mass Comm. Brett Akagi brettakagi@gmail.com 913-333-1758	N	
16	Arkansas State University Neil Griffin College of Business Gail Hudson, Ph.D. ghud@astate.edu 870-972-3430	Y	
17	Grambling State University Dept. of Mass Communications Dr. Ceeon Smith Smithc@gram.edu Ms. Sierra Pearce pearces@gram.edu	N	
18	Arkansas State University School of Media & Journalism Mary Jackson Pitts, Ph.D. mpitts@astate.edu 870-972-3361	Y	
19	Medialine Talent Mark Shilstone jobs@medialinetalent.com http://www.medialinetalent.com/ 800-237-8073	N	
20	Ohio Center for Broadcasting Don Clark dclark@beonair.com 216-503-5900	N	
21	The Aspira Association Programs for Hispanic Youth Monica Meeks info@aspira.org 1444 Eye Street NW, Suite 800 Washington, DC 20005 202-835-3600	N	
22	University of Arkansas Community College at Batesville Rebecca Warren becky.warren@uaccb.edu 870-612-2000	N	

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23	University of Memphis Dept. of Journalism Michael Robinson mrbsn12@memphis.edu 901-395-4600	N	
24	Mississippi State University Geo Sciences Dept. Mike Brown mike.brown@msstate.edu www.geosciences.msstate.edu/undergraduate/meteorology	N	
25	ArkansasBusiness.com http://www.arkansasbusiness.com/jobs	N	
26	The National Alliance of State Broadcasters Susan Strong 2333 Wisconsin Street NE Albuquerque, NM 87110 www.careerpage.org 505-881-4444	N	
27	Arkansas State University Career Services Tiffany Johnson tjohnson@astate.edu https://app.joinhandshake.com 870-972-3025	N	
28	Arkansas Tech University Career Services Kylia Stewart career.services@atu.edu https://app.joinhandshake.com	N	
29	Columbia College Chicago Valerie Robbins 600 South Michigan Chicago, IL 60605-1996 vrobbs@colum.edu https://app.joinhandshake.com 312-663-1600	N	
30	Florida A&M University Division of Journalism Francine Huff francine.huff@famuedu https://app.joinhandshake.com 850-412-6587	N	

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31	Grambling State University Career Services Kellye Blackburn, Director blackburnk@gram.edu https://app.joinhandshake.com 318-274-3350	N	
32	Henderson State University Career Services Jennifer Sigman career@hsu.edu https://app.joinhandshake.com	Y	1
33	Lemoyne-Owen College Career Services Robert Williams careerservices@loc.edu https://app.joinhandshake.com	N	
34	LSU Olinde Career Center Amy F. Caillouet career@lsu.edu https://app.joinhandshake.com 225-578-2162	N	
35	Syracuse University Career Services Bridget Lichtinger belichti@syr.edu https://app.joinhandshake.com 315-443-1209	N	
36	University of Oklahoma Career Services Kyle Pedersen kpetersen@ou.edu https://app.joinhandshake.com	N	
37	University of Arkansas Career Development Center Debbie Ritter career@uark.edu https://app.joinhandshake.com	N	
38	University of Arkansas Little Rock Career Services Brittany Straw careers@ualr.edu https://app.joinhandshake.com	N	

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39	University of Arkansas Pine Bluff Career Services Shirley Cherry Mail Slot 4975 Pine Bluff, AR 71601 careersvcs@uapb.edu https://app.joinhandshake.com 870-575-8461	N	
40	University of Central Arkansas Teresa Murphy careerservices@uca.edu https://app.joinhandshake.com 501-450-5172	N	
41	University of Memphis Career Services Eric Wilson careerservices@memphis.edu https://app.joinhandshake.com	N	
42	University of Missouri School of Journalism Dr. Barbara Willis mujourcareerservices@missouri.edu https://app.joinhandshake.com 573-882-0373	N	
43	Western Kentucky University Dept. of Communication & Broadcasting Dr. Victoria LaPoe victoria.lapoe@wku.edu https://app.joinhandshake.com 1906 College Heights Blvd. #11070 Bowling Green, KY 42101-1070 270-745-4144	N	
44	Indeed.com	N	8
45	CareerBuilder	N	
46	tvjobs.com Mark C. Holloway admin@tvjobs.com http://www.tvjobs.com	N	1
47	Facebook www.facebook.com	N	
48	Twitter www.twitter.com	N	
49	Linked In www.linkedin.com	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Gray TV Website\ Diane Douglas https://gray.tv/careers#currentopenings 313-622-3323	N	11
51	KAIT Station Bulletin Board (internal posting)	N	11
52	Current/Former Employee Referral	N	5
53	Internship Program	N	
54	KAIT-TV Recruitment Ads	N	1
55	Other Gray Stations (transfers)	N	
56	Rick Gevers & Associates 355 East Ohio Street #303 Indianapolis, IN 46204 rick@rickgevers.com http://www.rickgevers.com 317-635-7912	N	
57	Congressman Rick Crawford 2400 East Highland, Suite 300 Jonesboro, AR 72401 870-203-0540	N	
TOTAL INTERVIEWEE OVER REPORTING PERIOD			39

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Brief Description Of Activity
1	Event Designed to Disseminate Information About Broadcast Careers	This is an on-going activity where we broadcast an on-air promotion to recruit organizations who would like to receive our job openings. Participants from the station included the Office Manager/EEO Coordinator, Sales Coordinator and Creative Services Director.
2	Event Designed to Disseminate Information About Broadcast Careers	KAIT maintains an on-going speaker's bureau program with local organizations and schools who invite KAIT employees to speak about various television broadcasting topics including diversity, inclusion, and career opportunities. During the reporting period KAIT spoke with several different groups including a Zoom meeting with a group of University of Alabama/WVUA students on March 3, 2022; a group of Arkansas State University graduating seniors from the College of Journalism on April 28, 2022; a group of Freshmen MMJ and Digital Media students from Arkansas State University on August 29, 2022; a group of Freshmen and Sophomores from Arkansas State University's Digital Media Production class on October 13, 2022; a group of upper classmen from Arkansas State University's Strategic Writing class on October 19, 2022; a Riverside High School Career Day presentation on November 4, 2022; and a group of Southside Charter High School students doing mock job interviews. Participants from the station included several Multi-Media Journalists, Creative Services Director, News Director, and a News Anchor.

3	Event Designed to Disseminate Information About Broadcast Careers	<p>KAIT maintains an on-going job shadow program with local junior high, senior high, and college students throughout the reporting period. The students spend a day or more following an employee or employees in the area of their choice to discuss opportunities, seek advice on a future career in broadcasting and learn new technologies associated with the industry. During the reporting period KAIT hosted four 8th grade students from 3 different local junior high schools. Participants from the station included the General Manager, News Anchor/Multi-Media Journalist, News Director, Assistant News Director, Multi-Media Journalist, Creative Services Director, several Creative Services Producers, Meteorologist, and Executive Producer.</p>
4	Participated in EEO Training	<p>On February 17, 2022, Joan Stewart of Wiley Rein, LLP provided FCC Equal Employment Opportunity Rules training via webinar to Gray employees. The webinar covered topics such as recruitment, recordkeeping, and reporting. KAIT's General Manager and Office Manager attended the webinar.</p>
5	Co-Sponsored a Career Fair	<p>On March 9, 2022, KAIT co-sponsored the Arkansas State University All Majors Spring Career Fair. This is an area wide career fair for employers and students, both undergraduates and graduates, to discuss career opportunities with a number of recruiters. As a co-sponsor, KAIT was involved in the planning and promotion of the event. KAIT produced and ran a promotional schedule for the event that invited recruiters and students to attend. KAIT also staffed a prominently placed booth at the event discussing job opportunities at KAIT with students. Participants from the station included the General Manager, Office Manager, General Sales Manager, Local Sales Manager, Digital Sales Manager, Creative Services Director, Promotions Manager, News Director, Assistant News Director, and Sales Coordinator.</p>

<p>6</p>	<p>Event Designed to Disseminate Information About Broadcast Careers</p>	<p>On April 8, 2022 KAIT, and two other Gray Television stations, KFVS & WMC participated and sponsored the Arkansas College Media Association Convention. There were different events that KAIT participated in such as a Reel/Portfolio Review where students were allowed to showcase their work to get advice and get their work critiqued, Women in Media panel discussion where students were allowed to ask questions to the panelists about the industry and Gray Television representatives spoke about their respective stations' careers at the luncheon which was sponsored by Gray. Participants from KAIT include General Manager and News Director.</p>
<p>7</p>	<p>Sponsored an Employment Expo</p>	<p>On May 12, 2022, KAIT sponsored the KAIT8.com employment expo at a local convention center. KAIT and 31 other employers manned booths accepting applications and doing interviews onsite. Participants from KAIT include the General Manager, General Sales Manager, Local Sales Manager, Digital Sales Manager, News Director, Assistant News Director, Creative Services Director, Creative Services Producer, Promotions Director, Sales Coordinator, 4 Sales Account Executives, Digital Sales Specialist and Office Manager.</p>
<p>8</p>	<p>Participated in Diversity and Sensitivity Training</p>	<p>On August 10, 2022 hosted Sensitivity in the Workplace training session led by Luther Wright, Jr. of Ogletree-Deakins Law Firm. All KAIT employees were allowed to choose one of the two two-hour sessions. Each session covered many different sensitive situations, how to handle them and how to avoid bias regarding sex, race, class, ability, etc. in the workplace.</p>