

KTBS, Inc.
EEO PUBLIC FILE REPORT
January 22, 2009 - January 21, 2010

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
Photojournalist	1-3, 6, 8, 15-18, 20-21, 23, 25, 27, 30, 32-33, 35-36, 42-45, 50, 53-54	21
Meteorologist	2, 4, 7, 9-12, 16, 22, 24-25, 28-29, 31- 34, 36-44, 46-48, 50-54	11
Account Executive	1-3, 5-6, 11-16, 19, 23, 25-26, 29-30, 32-33, 35, 40, 42, 44, 49, 52-54	30

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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	AARP Seniors Employment Program 820 Jordan St. Ste 310 Shreveport, Louisiana 71101 Phone : 318-221-7611 Email : Fax : 1-318-221-7612 Betty Hendrix	N	0
2	American School of Business 702 Professional Drive N Shreveport, Louisiana 71105 Phone : 318-798-3333 Email : Fax : 1-318-798-3336 Jennifer Gonzales	N	0
3	Ayers Institute 3010 Knight Street Suite 300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Email : Fax : 1-318-868-7701 Darlene Robinson	N	0
4	Baton Rouge Advocate	N	0
5	Bossier Chamber of Commerce 710 Benton Road Bossier City, Louisiana 71111 Phone : 318-746-0252 Email : Fax : 1-318-746-0357 Executive Director	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 Email : Fax : 1-318-678-6156 Kathy Busch	N	0

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7	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
8	CareerBuilder.com	N	0
9	Clarion Ledger	N	1
10	Clarion Ledger-Jackson, Ms	N	0
11	Employee	N	2
12	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
13	Friend	N	1
14	Frost Community Services Division of C-BARC 5320 Greenwood Road Shreveport, Louisiana 71109 Phone : 318-631-9501 Email : Fax : 1-318-631-9583 Terri Brock	N	0
15	Goodwill Industries GAPS Training 800 W. 70th St Shreveport, Louisiana 71106 Phone : 318-869-2575 Email : Fax : 1-318-869-2574 Ms. Garhardt	N	0
16	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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17	KPXJ21.COM	N	0
18	KTBS EEO Ad	N	0
19	KTBS Employee	N	1
20	KTBS Jobline	N	0
21	Ktbs.com	N	4
22	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
23	La. Rehabilitation Services 1525 Fairfield Rm 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Email : Fax : 1-318-676-7176 Chuck Vaughan	N	0
24	Louisiana College Hixson Student Center, Room 208 LC Box 603 Pineville, Louisiana 71359 Phone : 318-487-7105 Email : studentdevelopment@lacollege.edu Fax : 1-318-487-7140 Bonny Elliott	N	0
25	Louisiana Tech University P O Box 3178 Keeny Hall 337 Ruston, Louisiana 71272 Phone : 318-257-4336 Email : cmyers@latech.edu Fax : 1-318-257-4750 Cheryl Myers	N	0
26	LSU Shreveport 1 University Place Shreveport, Louisiana 71115 Phone : 318-795-4239 Email : gstarnes@lsus.edu Fax : 1-318-797-5366 Gina Starnes	N	0

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27	Monster.com	N	0
28	National Association of Broadcasters (NAB) Employment Clearinghouse 1771 North Street, NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : Fax : 1-202-429-4199 Karen Karen	N	0
29	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
30	Other	N	2
31	Panola College 1109 West Panola Carthage, Texas 75633 Phone : 903-693-2051 Email : Fax : 1-903-693-2018 Temeka Jeter	N	0
32	Red River Employment Services 520 Olive St. Suite A204 Shreveport, Louisiana 71104 Phone : 318-425-0618 Email : Fax : 1-318-429-7518 Kris Carrier	Y	0
33	Senator Lydia P. Jackson 610 Texas St Suite 201 Shreveport, Louisiana 71101 Phone : 318-676-7029 Email : Fax : 1-318-676-7034 Daphne Williams	Y	0

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34	SFA State University PO Box 13032, SFA Station Nacogdoches, Texas 75962 Phone : 936-468-3305 Email : Fax : 1-936-468-6638 Sherry Moore	N	0
35	Shreveport Job Corps Center 2815 Lillian Street Shreveport, Louisiana 71109 Phone : 318-629-7555 Email : Fax : 1-318-629-1217 Carol Darby	N	0
36	shreveporthelpwanted.com	N	2
37	Southeastern Louisiana University SLU 10492 Hammond, Louisiana 70402 Phone : 985-549-2121 Email : Fax : 1-985-549-2126 Beverly Sellers	N	0
38	Southern Arkansas University Box 9254 Magnolia, Arkansas 70754 Phone : 870-235-4097 Email : Fax : 1-870-235-5262 Wilma Williams	N	0
39	Southern University-BR P O Box 10400 Baton Rouge, Louisiana 70813 Phone : 225-771-2680 Email : Fax : 1-225-771-5617 Sonia Roberts	N	0

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40	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
41	Talent Dynamics	N	0
42	Texarkana College 2500 N. Robison Rd Texarkana, Texas 75599 Phone : 903-838-4541 Email : Fax : 1-903-832-5030 Georgia McFaul	N	0
43	Texarkana Gazette	N	0
44	Texarkana Workforce Center P O Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Email : Fax : 1-903-792-2976 Bruce Kitchens	N	0
45	The Times	N	0
46	Times	N	0
47	Times Picayune-New Orleans	N	0
48	Tulane University 6823 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Email : Fax : 1-504-865-6712 Sandy Somerville	N	0
49	TVJobs.com	N	1
50	Tyler Morning telegraph	N	0

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51	University of Arkansas, Fayetteville 703 W Dickson Street Fayetteville, Arkansas 72701 Phone : 479-575-5007 Email : recruit@uark.edu Fax : 1-479-575-7547 Planning Director	N	0
52	University of La. at Monroe 700 University Avenue Monroe, Louisiana 71209 Phone : 318-342-3386 Email : Fax : 1-318-342-1975 Brenda Allen	N	0
53	University of Texas - Tyler 3900 University Drive Office of Career Services, Bldg. 112 Tyler, Texas 75799 Phone : 903-565-5862 Email : careersvc@uttyler.edu Fax : 1-903-565-5532 Garnesha Beck	N	0
54	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/22/2009	Participation in other activities designed by the station employment unit	Members of the Atlanta (Texas) Area Rotary Club held a meeting and discussion of the upcoming DTV transition.	1	David Rowe	1.00
2	1/27/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Cub Scouts Pack 2. Four adults and seven students attended.	1	Jason Weimar	1.00
3	1/29/2009	Participation in other activities designed by the station employment unit	Employee attended the Marshall, Texas Rotary Club meeting. Discussion/speech was held on the transition to Digital TV.	1	David Rowe	1.00
4	2/2/2009	Establishment of an intern program designed to assist members of the community	Caroline Marston will intern in the News Department. She is attending LSU-S pursuing a degree in Mass Communications.	1	Sherri Talley	1.00
5	2/17/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Girl Scout Daisy troop. Six adults and twelve students attended.	1	Jason Weimar	1.00
6	2/19/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Pack 151, Den 7, Tiger Cubs. Eight adults and twelve students attended.	1	Bryan Horschman	1.00
7	2/26/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Youree Drive Middle School class. Five students and one instructor attended. Students are learning about news broadcasting.	1	Thomas Reese	1.00
8	3/5/2009	Participation in other activities designed by the station employment unit	Sherri Talley, Anchor/Reporter, discussed trends in the broadcast/internet industry at a meeting of the Bossier City Lion's Club.	1	Sherri Talley	1.00
9	3/24/2009	Participation in other activities designed by the station employment unit	Jason Weimar conducted a station tour for fourteen adults from Northwood High School Future Business Leaders of America club. Jason spoke to the group about opportunities in the broadcast industry.	1	Jason Weimar	1.00

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10	4/4/2009	Co Sponsoring Job Fair	Co-sponsored the 2009 La Regional College Career Fair that was held Saturday April 4, 2009 from 1030am until 5pm. Over 600 job seekers attended the job fair. Fifty two applications were received from job seekers.	4	Randy Bain News Director Winnie Scott HR Assistant Jill Macchiaverna Assignments Editor Clay Kirby Executive producer	1.00
11	4/16/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Stonewall Baptist Church Cub Scouts Pack 103. Eight adults and four students attended.	1	Thomas Reese Technical Director of News Production	1.00
12	5/12/2009	Participation in other activities designed by the station employment unit	Station tour conducted for Atlanta Middle school.	1	Logan Ward Production Tech	1.00
13	5/14/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for St Joseph's School.	3	Logan Ward Production Tech Ed Walsh Anchor/Reporter Marcy Novak Meteorologist	1.00
14	5/19/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Karnack Elementary KISD. Six adults and 32 students attended.	1	Jason Weimar Technical Director of News Production	1.00
15	5/22/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for 5th grade Discoveries class from Forest Hill Elementary School.	1	Logan Ward Production Tech	1.00
16	6/1/2009	Establishment of an intern program designed to assist members of the community	Mary Kathryn Matza is a summer intern for the News Department.	1	Jill Macchiaverna Assignments Editor	1.00

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17	6/3/2009	Establishment of an intern program designed to assist members of the community	Summer internship for Brianna DiGiacomo in the News Department.	1	Jill Macchiaverna Assignments Editor	1.00
18	6/4/2009	Establishment of an intern program designed to assist members of the community	Tressa L. Allen is doing an internship in the News Department	1	Jill Macchiaverna Assignments Editor	1.00
19	6/12/2009	Co Sponsoring Job Fair	We co sponsored the Remington College Job Fair on 6/12/09. There were approximately 600 attendees. KTBS passed out job applications, information concerning job description and station information. We received 18 resumes & 50 applications.	1	Sherri McCallie Controller	1.00
20	6/17/2009	Establishment of an intern program designed to assist members of the community	Martha Tingle is a summer intern in News department.	1	Jill Macchiaverna Assignments Editor	1.00
21	6/17/2009	Establishment of an intern program designed to assist members of the community	LaTasha Williams is doing an internship in News department.	1	Jill Macchiaverna Assignments Editor	1.00
22	6/17/2009	Establishment of an intern program designed to assist members of the community	Taylor Elizabeth Wills is a summer intern in News department.	1	Jill Macchiaverna Assignments Editor	1.00
23	7/20/2009	Establishment of an intern program designed to assist members of the community	Courtney Lang is a summer intern in the news department.	1	Jill Macchiaverna Assignments Editor	1.00
24	7/23/2009	Participation in Job Fairs	Attended the 4th Annual Northwest La Veterans' Job Fair	1	Winnie Scott HR Asst	0.25

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25	8/31/2009	Participation in events or programs sponsored by educational institutions	Discussion of aspects of news journalism and career guides to 45 students in the 5th grade at Waller Elementary School.	1	Chris Redford Investigative Reporter	0.25
26	8/31/2009	Establishment of an intern program designed to assist members of the community	Christopher Harlan interned from 8/31/09 thru 11/21/09 in Newsroom.	1	Jill Macchiaverna Assignments Editor	1.00
27	10/15/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Bloomburg ISD 9th thru 12th grade students. Twenty-five students and 3 teachers attended.	1	Lambert Chow Production Tech	1.00
28	10/15/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Logansport High School seniors.	1	Lambert Chow Production Tech	1.00
29	10/15/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Troop 1116, St Joseph's Girl scouts.	1	Jason Weimar News Tech Director	1.00
30	12/4/2009	Participation in other activities designed by the station employment unit	Conducted a station tour for Green Oaks High School Girl Scouts. Forty students and four adults attended.	1	Jason Weimar News Tech Director	1.00
31	1/19/2010	Participation in scholarship programs	KTBS, Inc participated in the La Assoc of Broadcasters Scholarship program. KTBS ran ads promoting the scholarship, provided literature for potential students at our front desk and on our website. We also participated in the selection process and awarding scholarships to the winning students.	2	George Sirven Station Manager Jan Elkins Comm Proj Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						29.50