

KYTX (TV)
EEO PUBLIC FILE REPORT
APRIL 1, 2015 – MARCH 31, 2016¹

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
Multi-Media Journalist/Reporter	1-3, 6, 8, 10, 14, 16, 23, 27, 28, 31-36	1
Meteorologist	1-4, 6, 8, 10, 14, 16, 18-20, 24, 27-28, 31, 34-36	24
Multi-Media Journalist/Reporter	1, 4, 6, 8, 10, 14, 16, 19, 23-24, 27-28, 31, 34-36	24
Promotion Manager	1, 4, 6, 8-9, 14, 23, 27-28, 31, 33-36	33
Multi-Media Journalist/Reporter	1-2, 4, 6, 8, 10, 16, 23, 26-28, 31, 34-36	36
Director	1-2, 14, 16, 19, 22-23, 25-28, 31, 34-36	25
Morning Producer	1-2, 4, 14, 16, 19, 22-23, 26-28, 31, 34-36	26
Multi-Media Journalist/Reporter	1-2, 6, 8-11, 14, 22-23, 26-28, 31, 34-36	36
Account Executive	1-2, 6-8, 10, 14, 16, 22-23, 26, 31, 34-36	26
10 pm Producer	1-2, 6-7, 10, 14, 16, 22-23, 26-28, 31, 34-36	26
News Director	1-2, 6-8, 10, 14, 16, 22-24, 26, 31, 34-36	24
Creative Services Producer	1-2, 4, 6, 8, 14, 16, 18-19, 23, 26-29, 31, 34-36	36
Digital Journalist	1-3, 6, 8, 14, 18-19, 23-26, 31, 34-36	24
Sr. Broadcast Engineer	1, 2, 6, 8-10, 14, 20, 23, 25, 31, 32, 34-37	25
Anchor/Reporter	1-3, 6, 8, 10, 14, 19, 23, 26-28, 34-37	36
Anchor/Reporter	1-3, 6, 8, 10, 14, 19, 23, 26-28, 34-37	24
Master Control Operator	1, 4, 6, 8-9, 14, 23-24, 34-37	24

¹ This Report reflects recruitment activity beginning March 22, 2015 through March 21, 2016.

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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	KYTX Website www.cbs19.tv	No	15
2	Broadcast Employment Services www.TVJobs.com	No	10
3	Medialine www.medialine.com	No	0
4	Jarvis Christian College PO Box 1470 Hawkins, TX 75705 Contact: Dr. Lorene B. Holmes Phone: 903-769-1282	No	0
5	Gilmer: E TX Workforce Commission 612 Hwy 155 N Gilmer, TX 75644 Contact: Charlotte Ford Phone: 903-797-3655	No	0
6	Tyler: E TX Workforce Commission 4100 Troup Hwy Tyler, TX 75702 Contact: Sandy Devereaux-Scott Phone: 903-561-8131	No	0
7	Longview: E TX Workforce Commission PO Box 2152 Longview, TX 75606 Contact: Judy Johns Phone: 903-758-1783	No	0
8	UT Tyler 3900 University Blvd Tyler, TX 75799 Contact: Krista Richardson Phone: 903-566-7000	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Tyler Junior College PO Box 9020 Tyler, TX 75711 Contact: Bryan Baker Phone: 903-510-2390 www.tjc.edu/careerservices.com	No	0
10	Texas College 2404 N Grand Tyler, TX 75702 Contact: Teffeni Mumphrey Phone: 903-593-8311	No	0
11	Kilgore Junior College 1100 Broadway Kilgore, TX 75662 Contact: Patty Bell Phone: 903-988-3713 www.collegecentral.com/kilgore	No	0
12	LeTourneau University 2100 S Mobberly Longview, TX 75607 Contact: Steve Gatton Phone: 903-233-4467 www.collegecentral.com/letu	No	0
13	Longview News Journal (newspaper) PO Box 1792 Longview, TX 75606 Contact: Stephanie Utman Phone: 903-237-7705	No	0
14	Tyler Morning Telegraph (newspaper) 410 W Erwin Tyler, TX 75710 Contact: Sherry Shoemaker Phone: 903-592-3818	No	6
15	Wiley College 711 Wiley Ave Marshall, TX 75670 Contact: Eva Harris Phone: 903-927-3300	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	East Texas Baptist University 1209 N Grove Marshall, TX 75670 Contact: Debbie Rogers Phone: 903-923-2076 www.etbu.edu/employment/student_jobs.htm	No	0
17	Panola Junior College 1109 W Panola, Carthage TX 75633 Contact: Tina Long Phone: 903-693-1182	No	0
18	Angelina College PO Box 1768 Lufkin, TX 75902 Contact: Gayle Farley Phone: 936-639-1301	No	0
19	DeVry University 4800 Regent Blvd Irving, TX 75063 Contact: Brenda Parker Phone: 972-929-9382	No	0
20	TX Association of Broadcasters www.tab.org	No	0
21	La Opinion (<i>Spanish language newspaper</i>) 402 College Ave Jacksonville, TX 75766 Phone: 903-586-0827	No	0
22	Broadcast Image Group PO Box 6105 San Antonio, TX 78209 Contact: Sheryl Trowles Phone: 210-828-6664	No	0
23	Internal Posting <i>(station's bulletin board)</i>	No	12
24	Internal Transfer/Promotion	No	7
25	Former Employee (Rehire)	No	2
26	Word-of-Mouth Referral	No	15
27	Station Website-KIII, Corpus Christi, TX www.kiiitv.com	No	0
28	Station Website-KCEN, Waco TX www.kcentv.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Station Website–KBMT, Beaumont TX www.kbmt12.com	No	0
30	Intentionally left blank		
31	Longview Economic Development Corp 410 N Center St Longview, TX 75601 Contact: Cindy Floyd Phone: 903-753-7878 Email: cindy@longviewusa.com	No	0
32	Society of Broadcast Engineers www.sbc.org	No	0
33	Walk-In/Self-Referral	No	1
34	Indeed.com www.indeed.com	No	0
35	CareerBuilder Jobs www.careerbuilder.com	No	0
36	Gannett Careers Corporate Website www.gannett.com/careers	No	10
37	TEGNA Careers Corporate Website www.tegna.com/careers (added 09/11/2015)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			77

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III. RECRUITMENT INITIATIVES

#	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
1	Internship Program/News (3)	<p>Under the direction of our News Director and our Sports Director, the SEU hosted three interns referred to our internship program by local communications/journalism schools. The internship program allows participants to gain practical experience in the many aspects of broadcasting operations.</p> <ul style="list-style-type: none"> • A student from University of Texas at Tyler, Tyler, TX interned 5 days a week in the news department from May 17, 2015 through August 7, 2015. • A student from University of Texas at Tyler, Tyler, TX interned 5 days a week in the news department from May 17, 2015 through August 7, 2015. • A student from Arkansas Tech. University in Russellville, Arkansas, interned 5 days a week in the sports department from May 25, 2015 through July 3, 2015.
2	Participate in Job Fair	<p>On April 9, 2015, our SEU participated in a job fair at The University of Texas at Tyler in Tyler, TX. Information was distributed about the station, job opportunities currently available, and application procedures. Station participants included our General Sales Manager and Human Resources Director.</p>
3	Participate in program designed to disseminate information regarding careers in broadcasting	<p>On April 24, 2015, the Media Advisory Board of the University of Texas at Tyler, in Tyler, TX, met on the University campus. Our News Director serves on the board, which meets quarterly and focuses on providing advice and guidance to students enrolled in the University's journalism school. Board members also review and judge scholarship applications as part of their duties.</p>
4	Participate in Job Fair	<p>On April 27, 2015, our Chief Meteorologist participated in a job fair at Chapel Hill High School, Chapel Hill, TX. Information was distributed about the station, job opportunities available, and application procedures. Station participants included our Chief Meteorologist, Morning Show Anchor, and our News Director.</p>
5	Host an event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	<p>On April 29, 2015, our SEU hosted students from the Journalism Department of Tyler Junior College in Tyler, TX. Our News Director spoke to the students about careers in broadcasting. Our Creative Services Director took the students on a tour of our facility and gave them an overview of the broadcast news industry. There was a question and answer period following the tour.</p>

#	Type of Recruitment Initiative	Brief Description of Activity and Scope of Broadcaster's Participation
6	Participate in Job Fair	On September 23, 2015, our SEU participated in a job fair at the University of Texas at Tyler in Tyler, TX. Careers in broadcasting, job opportunities currently available, and application procedures were explained to students. Station participants included our Human Resources Director and Business Manager.
7	Host an event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 7, 2015, the SEU's Anchor/Managing Editor participated in the Nora Bell Manley Distinguished Lecture Series, speaking to journalism students at Jacksonville College in Jacksonville, TX. The session was followed by a question and answer period.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 3, 2015, the SEU's Anchor/Managing Editor participated in the Business Lecture Series at Palestine High School in Palestine, TX. Our managing editor spoke to the students about career opportunities in journalism and broadcasting with a focus on recruiting and educational requirements. The session was followed by a question and answer period.
9	Training program designed to enable personnel to acquire skills that could qualify them for higher-level positions	On February 10, 2016, one of our employees began a 6 week Corporate sponsored training course on creativity and simplicity in marketing. Included in the class were tips for developing ideas for different platforms, using research, how to sell and how to move on, and the different phases of a creative project. Students were encouraged to work on projects using the techniques learned in the class.
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 16, 2016, our SEU's News Anchor spoke to students of the Communications class at the University of Texas in Tyler, TX, about story-telling in broadcast terms. The session was followed by a question and answer period.
11	Host an event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 18, 2016, our SEU hosted a group of broadcast journalism students from the University of Texas at Tyler in Tyler, TX. One of our Meteorologists spoke about weather casting and careers in broadcasting. Our Creative Services Director completed the tour, after which there was a question and answer period.
12	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 23, 2016, our Sports Director spoke to a communications class at the University of Texas at Tyler in Tyler, TX, explaining the challenges and opportunities of sports journalism and broadcast techniques. The session was followed by a question and answer period.