

**KYTX (TV)**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2016 - March 21, 2017**

**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
Account Executive	1, 3, 7-8, 10-14, 16	12
Sports Reporter/Anchor	1-3, 8, 10-13, 16	13
Sports Reporter/Anchor	1-3, 7-8, 10-12, 16	2
Sports Reporter/Anchor	1-3, 7-8, 10-13, 16-17	2
Anchor/MSJ	1-3, 7-8, 10-13, 16	2
Director of Sales	1-3, 6-8, 10-13, 16-17	6
Creative Services Producer	1, 3-4, 7-8, 10-14, 16	12
Investigative MSJ	1-3, 7-8, 10-13, 16	2
Anchor/MSJ	1-3, 7-8, 10-13, 16	2
Multi-Platform Producer	1-5, 7-16	3
Anchor/MSJ	1-3, 7-8, 10-13, 16	2
Digital Ad Operations Specialist/Digital Account M	1, 3-4, 7-8, 10-14, 16	12
Account Executive	1, 3, 7-8, 10-14, 16	12

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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	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	17
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	10
4	Current Employee	N	3
5	East Texas Baptist University 1209 N Grove St Marshall, Texas 75670 Phone : 903-923-2076 Email : <a href="mailto:lpapas@etbu.edu">lpapas@etbu.edu</a> Leska Papas	N	0
6	Employee Referral	N	1
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
8	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	12
9	Internal Candidate	N	1

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10	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75705 Phone : 804-721-7755 Fax : 1-903-769-1282 Lorene Holmes	N	0
11	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
12	KYTX Website 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	5
13	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	4
14	Texas Workforce Commission 4100 Troup Hwy Tyler, Texas 75702 Phone : 903-561-8131 Fax : 1-903-561-4204 Sandy Devereaux-Scott	N	0
15	Tyler Morning Telegraph 410 W Erwin St Tyler, Texas 75710 Phone : 903-592-3818 Email : c06@tylerpaper.com Sherry Shoemaker	N	0
16	University of Texas-Tyler 3900 University Blvd Tyler, Texas 75799 Phone : 903-566-7000 Fax : 1-903-565-5962 Krista Richardson	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Word of Mouth Referral	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/23/2016	Participation in Job Fairs	On March 23, 2016, the SEU participated in a job fair at Jarvis Christian College, a historically Black institution, in Hawkins, TX. Information was distributed about the station, job opportunities currently available, and application procedures. Station participants included our Director of Sales and Human Resources Director.	2	HR Director Business Manager
2	4/13/2016	Participation in events or programs sponsored by educational institutions	On April 13, 2016, our SEU hosted students from the University of Texas Charter School, in Tyler, Texas. Our Chief Meteorologist spoke to high school students about careers in meteorology and journalism. He discussed current issues affecting broadcasting and jobs in the broadcast industry, focusing on skills and education requirements. Students were given a tour of the station focusing upon the weather center, after which there was a question and answer period.	1	Chief Meteorologist
3	4/19/2016	Participation in scholarship programs	During this reporting period, the SEU's Director of Sales served as a member of the Media Advisory Board of the University of Texas at Tyler in Tyler, TX attending quarterly meetings to provide advice and guidance to students of the University's journalism school. Board members also review and judge scholarship applications as part of their duties.	1	Director of Sales
4	5/25/2016	Establishment of an intern program designed to assist members of the community	Under the direction of our News Director, the SEU hosted one intern referred to our internship program by a local communications/journalism school. The internship program allows participants to gain practical experience in the many aspects of broadcasting operations. * A student from Louisiana State University at Baton Rouge, Louisiana interned 5 days a week in the sports department, from May 25, 2016 through July 1, 2016.	2	News Director Sports Director

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	10/5/2016	Participation in Job Fairs	On October 5, 2016, the 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 Business Manager and Human Resources Director.	2	Business Manager HR Manager
6	10/10/2016	Participation in events or programs sponsored by educational institutions	On October 10, 2016, our SEU's News Director spoke to students at North Texas University's Mayborn School of Journalism in Denton, TX. She addressed students on topics ranging from broadcast news writing to journalism ethics. After the class, she spent time meeting with students to review and offer suggestions regarding their resumes and resume reels.	1	News Director
7	1/17/2017	Participation in events or programs sponsored by educational institutions	On January 17, 2017, our SEU's Digital Content Manager spoke to approximately 20 photo-journalism students at the University of Texas at Tyler in Tyler, TX. She spoke to the students about Photo Journalism in digital broadcasting terms and explained how photo journalism relates to careers in broadcasting. The session was followed by a question and answer period.	1	Digital Content Manager
8	3/6/2017	Participation in events or programs sponsored by educational institutions	On March 6, 2017, our Morning Show Anchor spoke to students at Grace Community High School, in Tyler, TX. She spoke to students about careers in journalism. She discussed current issues in the broadcast industry, focusing on recruiting and education requirements. A question and answer period followed.	1	Morning Show Anchor