

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
Week End Meteorologist/Multi Media Journalist	2-4, 12, 14, 19, 21, 24, 38, 50, 53	38
Director of Sales	2-4, 10, 12, 14, 19, 21, 24, 33, 38, 50, 53	33
Anchor/MSJ	2-4, 12, 14, 19, 21, 24, 33, 38, 50	33
Multi-Platform Producer	2-4, 7, 9, 12, 14, 16-17, 19-21, 24, 37- 38, 45, 48, 50	20
Anchor/MSJ	2-4, 10, 12, 14, 19, 21, 24, 37-38, 50	38
Anchor/MSJ	2-4, 10, 12, 14, 19, 21, 24, 37-38, 50	38
Anchor/MSJ	2-4, 10, 12, 14, 19, 21, 24, 37-38, 50	10
Anchor/MSJ	2-4, 10, 12, 14, 19, 21, 24, 37-38, 50	37
Sales Associate	1-5, 8-9, 11-14, 18, 21-32, 34-36, 38- 47, 49-52	4
Account Executive	1-5, 8-14, 18, 21-32, 34-36, 38-47, 49- 52	10
Broadcast Director	1-4, 6, 9, 11-12, 14-16, 21-25, 27-28, 35, 38, 41-42, 45, 47, 50, 52, 54	24
Broadcast Director	1-4, 6, 9, 11-12, 14-16, 21-25, 27-28, 35, 38, 41-42, 45, 47, 50, 52, 54	38
Account Executive	1-4, 9, 11-12, 14, 21-25, 27-28, 34-35, 38, 41-42, 45, 47, 50, 52, 54	24
Assignment Editort / Dig Content Producer -3158	1-4, 9, 11-12, 14, 21-25, 27-28, 34-35, 38, 41-42, 45, 47, 52, 54	14

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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	Angelina College P.O. Box 1768 Lufkin, Texas 75902 Phone : 936-639-1301 Fax : 1-936-633-5247 Gayle Farley	N	0
2	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	5
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
6	Corporate Office	N	1
7	Current Employee	N	1
8	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
9	East Texas Baptist University 1209 N Grove St Marshall, Texas 75670 Phone : 903-923-2076 Email : lpapas@etbu.edu Leska Papas	N	0
10	Employee Referral	N	3
11	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0
12	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
13	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
14	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	9
15	Indeed.com	N	1
16	Indeed.com - Not Directly Contacted by SEU	N	2
17	Internal Candidate	N	1
18	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
19	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75705 Phone : 804-721-7755 Fax : 1-903-769-1282 Lorene Holmes	N	0
20	Job Fair	N	1
21	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
22	Kilgore Junior College 1100 S Broadway Ave Kilgore, Texas 75662 Phone : 903-988-3713 Email : ccraddock@kilgore.edu Chris Craddock	N	0
23	KYTX On-Air Promos 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	0
24	KYTX Website 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	7
25	La Opinion 402 College Ave Jacksonville, Texas 75766 Phone : 903-586-0827 Jobs Editor Manual Posting	N	0

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
26	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
27	Longview Economic Development Corp 410 N Center St Longview, Texas 75601 Phone : 903-753-7878 Fax : 1-903-753-3646 Cindy Floyd	N	0
28	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
29	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
30	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
31	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
32	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
33	Other Source	N	2
34	Panola Junior College 1109 W Panola St Carthage, Texas 75633 Phone : 903-693-2000 Fax : 1-903-693-1182 Tina Long	N	0
35	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
36	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
37	Station Website	N	2
38	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	7
39	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
40	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	N	0

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
41	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
42	Texas College 2404 N Grand Ave Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Teffeni Mumphrey	N	0
43	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
44	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
45	Texas Workforce Commission 4100 Troup Hwy Tyler, Texas 75702 Phone : 903-561-8131 Fax : 1-903-561-4204 Sandy Devereaux-Scott	N	0
46	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
47	Tyler Junior College P.O. Box 9020 Tyler, Texas 75711 Phone : 903-510-2390 Email : khar@tjc.edu Kim Hardin	N	0

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

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
48	Tyler Morning Telegraph 410 W Erwin St Tyler, Texas 75710 Phone : 903-592-3818 Email : c06@tylerpaper.com Sherry Shoemaker	N	0
49	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
50	University of Texas-Tyler 3900 University Blvd Tyler, Texas 75799 Phone : 903-566-7000 Fax : 1-903-565-5962 Krista Richardson	N	0
51	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
52	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-927-3300 Fax : 1-903-927-1145 Eva Harris	N	0
53	Word of Mouth Referral	N	3
54	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/22/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	69	All Employees
2	3/30/2017	Participation in Job Fairs	On March 30, 2017, 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	Director of Sales HR Specialist
3	4/20/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	HR Director
4	4/21/2017	Participation in events sponsored by community groups	On April 21, 2017, our SEU's Anchor spoke to Teens and Pre-Teens, at the Glass Recreation Center about the importance of setting/reaching goals. Our Anchor to students about careers in broadcasting and journalism. She discussed issues in the broadcast industry, focusing on skills and education requirements. There was a question and answer period	1	Evening Show Anchor

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/27/2017	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
6	5/19/2017	Participation in events or programs sponsored by educational institutions	On May 19, 2017, our SEU's 5,6, and 10pm Anchor spoke to students from Orr School in Tyler, Texas. She spoke to students about career, goal setting, and how to achieve those goals, including her road to becoming a journalist. She discussed issues in the broadcast industry, focusing on recruiting and education requirements. There was a question and answer period following the presentation.	1	Evening Show Anchor
7	5/25/2017	Establishment of training programs for station personnel	Annual Sales Summit held in Phoenix, Arizona for Director of Sales and Sales Leadership throughout the company. The summit focused on leadership development, talent recruiting, and how to be transformation and successfully lead our group sales efforts.	1	Director of Sales
8	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	HR Director
9	6/27/2017	Establishment of training programs for station personnel	KYTX sent the News Director to TEGNA's Content Summit in McLean, VA designed to give our management team new ways to examine content issues and get noticed, enhance the station brand, increase audience on all platforms and hire a diverse staff that is representative of the communities in which we serve.	1	News Director

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	9/19/2017	Participation in events or programs sponsored by educational institutions	On September 19, 2017, our SEU's Sports Anchor spoke to students at the University of Texas at Tyler, Tyler, Texas, in Journalism Department. His topic was Sports Communication. His topics included sports broadcasting and how it has evolved due to social media, and focusing on recruiting and education requirements. There was a question and answer period following the presentation.	1	Sports Anchor
11	10/17/2017	Participation in Job Fairs	On October 17, 2017, 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 News Director	2	HR Specialist News Director
12	11/8/2017	Provision of training to management	Our SEU hosted an EEO Nuts & Bolts Presentation at our station to provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Our LSB HR Business Partner conducted the training. All Department Heads were in attendance. Those in attendance were: General Manager, News Director, Director of Sales, Director of Creative Services, Business Manager, and our SEU.	6	President & General Manager News Director Creative Services Director Director of Sales
13	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2,2019.	72	President & General Manager Director of Sales News Director All Employees

KYTX
EEO PUBLIC FILE REPORT
March 22, 2017 - March 21, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	2/24/2018	Participation in events or programs sponsored by educational institutions	On February 24, 2018, our SEU's Evening Anchor hosted the "Black History Knowledge Bowl" at Texas College, in Tyler, Texas. During the event she discussed her role as an anchor/journalist and spoke to competing teams about her duties as a journalist. She discussed careers in broadcasting, followed by a question and answer period.	1	Evening Show Anchor
15	2/28/2018	Participation in events or programs sponsored by educational institutions	On February 28, 2018, our SEU's Evening Anchor hosted the Chapel Hill ISD Career Day/Leadership Conference at Chapel Hill ISD, in Tyler, Texas. During the event she discussed her role as an anchor/journalist and showed videos to the group about the work that she does at the station, also speaking about her duties as a journalist. She discussed careers in broadcasting, followed by a question and answer period.	1	Evening Show Anchor
16	3/1/2018	Participation in events or programs sponsored by educational institutions	On February 28, 2018, our SEU's Sports spoke to journalism students in the auditorium at the Chapel Hill High School, in Tyler, Texas. During the presentation, he explained his journey in journalism and about job opportunities in this field. At the end of the presentation, he discussed careers in broadcasting, followed by a question and answer period.	1	Sports Anchor