

**KLTV/KTRE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 to March 31, 2022**

**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
Content News Producer	2,4,5,6,23	2
Reporter/Anchor	2,4,5,6,7,8,9,13,14,16,17,23	2
Multimedia Journalist	2,4,5,6,8,9,13,14,16,17,23	2
Multimedia Journalist-Pollok	2,4,5,6,7,8,9,13,14,16,17,23	2
Technical Media Producer (SR)	2,4	2
AM Newscast Producer (W/Ed)	2,4,5,6,7,9,10,11,13,16,17,18,21,23	2
Technical Media Producer	2,4,5,6,9,13,14,16,17	2
Multimedia Journalist	2,4,5,6,7,9,13,16,17,23,20,21	20
Technical Media Producer	2,4,5,6,9,13,14,16,17	2
Morning Newscast Producer-Weekday	2,4,5,6,8,9,13,14,16,17, 20	2
Morning Newscast Producer (Weekday)	2,4,5,6,8,9,10,11,12,13,14,16,17,20,21	2
Spanish Language Digital Content Producer	2,4,5,6,13,16,17,21,23	4
Multimedia Journalist- Pollok	2,4,5,6,10,11,12	4
Account Executive	2,3,4,5,6,7,8,9,13,14,16,20,23	20
Multimedia Journalist	2,4,5,6,21,23	2
Newscast Producer (4pm)	2,4,5,6,7,8,9,10,11,12,13,14,20	20
Account Executive	2,3,4,5,6,8,9,10,11,12,14,17,20	20
Digital News Host/Anchor	2,3,4,5,6,8,9,10,11,12,13,16,21	4
Account Executive	2,3,4,5,6,10,11,12,20,22	20
Newscast Producer (Morning-W/End)	2,3,4,5,6,10,11,12,20,23	20
Multimedia Journalist	2,4,5,6	2
Newscast Producer (Morning/Weekday)	2,3,4,5,6,7,8,9,10,11,12,14,17,20,23	20
Multimedia Journalist	2,4,5,6,10,11,12,21	4

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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	Texas Workforce Commission, Lenora Stone, 2027 N. Jackson, Tyler, TX 757001, lenora.stone@twc.state.tx.us, www.workintexas.com, 903-661-8131	No	
2	<a href="http://www.gray.tv/careers#currentopenings">www.gray.tv/careers#currentopenings</a>	No	30
3	<a href="http://www.linkedin.com">www.linkedin.com</a>	No	
4	<a href="http://www.indeed.com">www.indeed.com</a>	No	17
5	Station website, www.kltv.com/www.ktre.com	No	
6	Station Recruitment Promo	No	
7	Texas Association of Broadcasters, Craig Bean, 502 E 11th, Suite 200 Austin, TX 78701, craig@tab.org, www.tab.org, 512-322-9944	No	
8	University of North Texas, Alan Albarran, PO Box 310589, Denton, TX 76203-0589, rtfv@unt.edu, app.joinhandshake.com, 940-565-2537	No	
9	Texas Southern University, Career Center, 3100 Cleburne St., Houston, TX 77004, placementservices@tsu.edu, app.joinhandshake.com, 713-313-7541	No	
10	NAACP Tyler, 2000 West Gentry, Tyler, TX 75702, 903-233-4467	No	
11	NAACP Longview, Brandon Johnson, PO Box 8862, Longview, TX 75607, longviewnaacp@gmail.com, 903-558-8142	No	
12	Hispanic American Association, 1111 E Erwin St, Tyler TX 75702, hispaniccenter@sbcglobal.net, 903-531-0230	No	
13	Louisiana State University, R. Garay, 221 Journalism Bldg, Baton Rouge, LA 70803, rgaray@lsu.edu, app.joinhandshake.com	No	
14	University of Texas at Tyler, Tonna Brooks, 3900 University Blvd, Tyler, TX 75799, careerservices@uttyler.edu, app.joinhandshake.com, 903-565-5862	No	
15	Tyler Junior College, Kim Harden, PO Box 9020, Tyler, Tx 75711, khar@tjc.edu, www.employercentral.com, 903-510-2334	No	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	LeTourneau University, Mary Olson, PO Box 7001, Longview, TX 75607-7001, maryolson@letu.edu, app.joinhandshake.com, 903-233-4467	No	
17	University of Texas San Antonio, Vicky Tesillo, 6900 N Loop 1604, W, San Antonio, TX 78249, rowdyjobs@utsa.edu, app.joinhandshake.com 210-458-4588	No	
18	University of Texas El Paso, Career Center, 500 W. University Ae., El Paso, Tx 79968, careers@utep.edu, www.utep.edu/careers, 915-747-5640	No	
19	Personal Reference	No	
20	Employee Referral	No	12
21	Other	No	2
22	www.ziprecuiter.com	No	1
23	www.tvjobs.com	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>64</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	EEO Management Training	On 2/2/22, the station’s Office Manager participated in a training webinar “The FCC’s Equal Employment Opportunity Rules” presented by Joan Stewart, Wiley Rein, LLP
<b>2</b>	EEO Management Training	On 6/10/21 the station’s Marketing Director completed the 5 week DEI/Racial Equity Training program provided by Adaway consulting group.
<b>3</b>	Participated in a career fair	On 1/11/22 the station participated in the Tyler Chamber of Commerce Business to Business Expo. Participates from the station included the General Manager and the Brand Manager.
<b>4</b>	Community Outreach promo	KTLV airs the following spot to encourage community organizations to join the station’s notification list. KLTV, a Gray Television station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration.