

**KYTX-TV**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2023 - March 21, 2024**

**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
Broadcast Director - 13984	1, 3, 5-6, 8-11, 13-22	15
Multi-Skilled Journalist-14083	1, 3, 5-6, 8-12, 14-22	15
Anchor/MSJ-014147	1, 3-5, 8-12, 14-22	4
Digital Content Producer-014280	1, 3, 5, 8-12, 14-22	15
Account Executive-14368	1, 3, 5, 7-11, 14-22	15
Broadcast Director-14500	1, 3, 5, 8-12, 14-22	15
Morning Meteorologist-14503	1, 3, 5, 8-11, 14-22	15
Sports Reporter/Anchor-14617	1, 3, 5, 8-12, 14-22	15
Marketing Producer-14616	1-3, 5, 8-11, 14-22	15
Marketing Producer-14616	1-3, 5, 8-11, 14-22	15
Multi-Skilled Journalist-14804	1, 3, 5, 8-12, 15-22	15
Director of Sales-14814	1, 3, 5, 8-12, 15-22	15
Head of Technology and Operations-14926	1, 3-5, 8-11, 14-22	4
Broadcast Engineer-15218	1, 3, 5, 8-12, 14-22	15
Dig Content Producer - 15467	1, 3, 5, 8, 11-12, 14-22	15
Morning Anchor MSJ-15602	1, 3, 5, 8, 10-12, 15-22	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
1	Angelina College P.O. Box 1768 Lufkin, Texas 75902 Phone : 936-639-1301 Email : studentservices@angelina.edu Fax : 1-936-633-5247 Gayle Farley	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
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	1
4	Current Employee - Transfer/Promotion	N	2
5	East Texas Baptist University 1209 N Grove St Marshall, Texas 75670 Phone : 903-923-2076 Email : arainbolt@etbu.edu Audra Rainbolt	N	0
6	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	0
7	Indeed.com	N	2
8	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75705 Phone : 804-721-7755 Fax : 1-210-970-7350 Lorene Holmes	N	0

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9	Kilgore Junior College 1100 S Broadway Ave Kilgore, Texas 75662 Phone : 903-988-3713 Email : ccraddock@kilgore.edu Chris Craddock	N	0
10	KYTX On-Air Promos 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	0
11	KYTX Website 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	0
12	Linked In	N	12
13	Longview Economic Development Corp 410 N Center St Longview, Texas 75601 Phone : 903-753-7878 Email : Amanda@LongviewUSA.com Fax : 1-903-753-3646 Cindy Floyd	N	0
14	Panola Junior College 1109 W Panola St Carthage, Texas 75633 Phone : 903-693-1176 Email : kchance@panola.edu Katy Chance	N	0
15	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Url : <a href="https://www.tegna.com/">https://www.tegna.com/</a> Job Listings Manual Posting	N	57

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16	University of North Texas Career Cen 1167 Union Circle Denton, Texas 76203 Phone : (940) 565-2105 Url : <a href="https://careercenter.unt.edu/">https://careercenter.unt.edu/</a> Email : <a href="mailto:career.center@unt.edu">career.center@unt.edu</a> Front Desk	N	0
17	University of North Texas Department of Media Arts 1179 Union Cir, Denton, TX 76201 Denton, Texas 75201 Phone : (940) 565-2565 Url : <a href="https://mediaarts.unt.edu/">https://mediaarts.unt.edu/</a> Email : <a href="mailto:mediaarts@unt.edu">mediaarts@unt.edu</a> Fax : 1-940-369-7838 Phyllis Slocum	N	0
18	University of Texas Austin RTF 2504 Whitis Ave. Stop A0800 Austin, Texas 78712 Phone : 512-471-3532 Email : <a href="mailto:rtf-department@austin.utexas.edu">rtf-department@austin.utexas.edu</a> Fax : 1-512-471-4077 Miguel Alvarez	N	0
19	University of Texas-Tyler 3900 University Blvd Tyler, Texas 75799 Phone : 903-566-7000 Email : <a href="mailto:uttylercareersuccess@uttyler.edu">uttylercareersuccess@uttyler.edu</a> Fax : 1-903-565-5532 Krista Richardson	N	0
20	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-923-1671 Email : <a href="mailto:ksharp1@wileyc.edu">ksharp1@wileyc.edu</a> Fax : 1-903-927-1145 Kendra Sharp	N	0

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21	Workforce Solutions of East Texas 4100 TX-110 Tyler, Texas 75703 Phone : 903-561-8131 Email : callcentermailbox@easttexasworkforce.org Fax : 1-903-561-4204 Desiree Hickman	N	0
22	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>74</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	3/24/2023	Establishment of training programs for station personnel	All station employees received TEGNA's quarterly cyber security training, titled Find the Phish, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and email safety.	30	Various
2	7/14/2023	Establishment of training programs for station personnel	All station employees received TEGNA's quarterly cyber security training, titled Reporting Security Incidents, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	36	Various
3	8/8/2023	Establishment of training programs for station personnel	The Assistant News Director attended a 3-day TEGNA News Leadership training at KENS5 in San Antonio, Texas.	1	Assistant News Director
4	8/29/2023	Establishment of training programs for station personnel	News Director participated in Leadership in Action training at TEGNA headquarters in Tysons, Virginia.	1	News Director
5	9/21/2023	Participation in events or programs sponsored by educational institutions	The President and General Manager discussed TEGNA/CBS19 opportunities and where to start at Soules College of Business. P1 curriculum was discussed. This program offers broadcast sales and marketing tactics used by industry professionals and networking opportunities with media members.	1	President & GM
6	9/29/2023	Establishment of training programs for station personnel	All station employees received TEGNA's quarterly cyber security training, titled The 4 P's of Vishing, to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on recognizing and addressing security attacks via phone calls or voice messages purporting to be from reputable companies to obtain personal information.	40	Various

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7	10/12/2023	Participation in events sponsored by organizations representing the community	The Local Sales Manager, President and GM, and one Account Executive attended the Tyler Economic Development Council Annual Meeting where Texas Workforce Commission Chairman, and President and CEO presented.	3	Local Sales Manager President & GM Account Executive
8	10/17/2023	Establishment of training programs for station personnel	News Director participated in Leadership in Action training at TEGNA headquarters, located in Tysons, Virginia.	1	News Director
9	10/19/2023	Participation in Job Fairs	The President and General Manager and an evening Anchor attended the Career Success Conference and spoke to students about future career opportunities in journalism.	2	President & GM Evening Anchor
10	12/15/2023	Establishment of training programs for station personnel	All station employees received TEGNA's cyber security training, "Let's Have a Cyber Safe Holiday" to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	41	Various
11	1/17/2024	Establishment of training programs for station personnel	All station employees received ethics training, titled Conflicts of Interest, to avoid situations where a person's private interest may interfere with the interests of TEGNA.	43	Various
12	1/23/2024	Participation in events sponsored by organizations representing the community	The Director of Sales, Local Sales Manager, and two Account Executives attended the 29th Annual Business 2 Business Expo to network and increase brand awareness.	4	Director of Sales Account Executive Account Executive Local Sales Manager
13	2/12/2024	Establishment of training programs for station personnel	The Head of Technology attended training, hosted by GatesAir, to learn how to troubleshoot and maintain the television broadcast transmitter.	1	Head of Technology
14	2/13/2024	Provision of training to management	The Assistant News Director attended TEGNA training on artificial intelligence and its threats to traditional media.	1	Assistant News Director