

**KLTV, KTRE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist - KLTV (Tyler) MULTI006722	3-6, 9, 12-13, 17	4
Multimedia Journalist - KLTV (Tyler) MULTI006722	3-6, 9, 12-13, 17	3
Multimedia Journalist-KTRE/KLTV Pollok MULTI006781	3-4, 6, 8-9, 11, 15, 17, 19, 21-23	3
Account Executive - KLTV/KTRE (Tyler/Longview)	3-4, 6, 17	3
NEWSCAST DIRECTOR/TECHNICAL MEDIA PROD - KLTV/KTRE	3-4, 6	3
News Anchor/Reporter - KTRE/KLTV	4, 6-7	7
Newscast Video Editor (Morning) 7599	4, 6, 9	6
DIGITAL SALES SUCCESS SPECIALIST - KLTV/KTRE	1-2, 4, 6, 8, 11-13, 15, 17, 19, 21-22, 24	2
MULTIMEDIA JOURNALIST (F/T) - KLTV/KTRE (Pollok TX)	1, 4, 6, 8, 11-22, 24-25	4
DIGITAL NEWS CONTENT PRODUCER (Hybrid) - KLTV	1, 4, 6, 8, 11-15, 19, 21-22, 24	4
Technical Media Producer	4, 6-8, 11, 14-15, 19, 21-22	7
BROADCAST TV ENGINEER/IT TECHNICIAN - KLTV	1, 4, 6, 12-13, 24	4
NEWSCAST PRODUCER (4 PM) - KLTV	1, 4, 6, 12-14, 17, 24	4
MEDIA SALES SPECIALIST (Spanish) - KLTV	1, 4, 6, 10, 12-13, 17	10
PROMOTION/BRAND MANAGER - KLTV	1, 4, 6, 8-9, 11-13, 15, 19, 21-22, 24	9
MARKETING MANAGER - KLTV	4, 24	4
PRODUCER - (The East Texas Weekend) - KLTV	1, 3-4, 6, 8, 11-13, 19-22, 24	4
MULTIMEDIA JOURNALIST (F/T) - KLTV/KTRE (Pollok TX)	1, 4, 6, 8, 11-22, 24	6
DIGITAL NEWS HOST/ANCHOR (W/END) - KLTV	1, 4, 6, 8, 11-13, 15, 17, 19-21, 24	4
BROADCAST TV ENGINEER/ IT TECHNICIAN - KLTV	1, 4, 6, 8, 11-13, 15, 19-22, 24	4
TECHNICAL MEDIA PROD. (PRIMARY) - KLTV	1, 3-4, 6, 8, 11-13, 15-16, 18-22, 24	3
DIGITAL SALES ASSISTANT - KLTV	1, 3-4, 6, 8-9, 11-13, 15, 18-24	3
TECHNICAL MEDIA PROD. SUPERVISOR - KLTV/KTRE	1, 4, 6, 12-13, 24	4
NEWSCAST VIDEO EDITOR (MORNING) - KLTV/KTRE (Tyler)	1, 4, 6, 12-13, 23-24	23
TECHNICAL MEDIA PRODUCER - KLTV	1, 4, 6, 8, 11-22, 24-25	4

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NEW BUSINESS DEVELOPMENT MARKETING SPECIALIST - KTRE (Lufkin, TX)	1, 4, 6, 8, 11-13, 15, 19-22, 24	4
NEWS ANCHOR/PRODUCER (W/END) - KLTV	1, 4, 6, 12-14, 24	4
NEWS ANCHOR/PRODUCER (W/END) - KLTV	1, 4, 6, 12-14, 24	4
NEWSCAST PRODUCER (MORNING/WEEKDAY) - KLTV	4, 6, 8, 11-13, 15, 17, 19, 21-22, 24	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
2	Current Employee	N	1
3	Employee Referral	N	8
4	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	29
5	Hispanic American Association 1111 E Erwin St. Tyler, Texas 75702 Phone : 903-531-0230 Url : <a href="http://www.haaet.org">http://www.haaet.org</a> Email : <a href="mailto:hispaniccenter@sbcglobal.net">hispaniccenter@sbcglobal.net</a> N/A N/A	N	0
6	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	9
7	Internship Program	N	2
8	LeTourneau University PO Box 7001 Longview, Texas 75607 Phone : 903-233-4467 Url : <a href="http://www.letu.edu">http://www.letu.edu</a> Mary Olson Manual Posting	N	0
9	Linked In - Not Directly Contacted by SEU	N	6
10	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1

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11	Louisiana State University 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-8200 Url : <a href="http://www.lsu.edu">http://www.lsu.edu</a> R. Garay Manual Posting	N	0
12	NAACP PO Box 8862 Longview, Texas 75607 Phone : 430-558-8141 Url : <a href="http://www.longviewnaacp.com">http://www.longviewnaacp.com</a> Email : <a href="mailto:longviewnaacp@gmail.com">longviewnaacp@gmail.com</a> Brandon Johnson	N	0
13	NAACP 2000 West Gentry Tyler, Texas 75702 Phone : 903-531-0071 Url : <a href="http://www.naacptylertx6232.org">http://www.naacptylertx6232.org</a> Email : <a href="mailto:naacptyler6232@gmail.com">naacptyler6232@gmail.com</a> N/A N/A	N	0
14	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Anna Romero Manual Posting	N	0
15	Texas Southern University 3100 Cleburne St. Houston, Texas 77004 Phone : 713-313-7541 Url : <a href="http://www.tus.edu">http://www.tus.edu</a> N/A N/A Manual Posting	N	0
16	Texas Workforce Commission 2027 N Jackson Tyler, Texas 75701 Phone : 903-661-8131 Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Lenora Stone Manual Posting	N	0

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17	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> N/A N/A Manual Posting	N	0
18	Tyler Junior College PO Box 9020 Tyler, Texas 75711 Phone : 903-510-2334 Url : <a href="http://www.employercentral.com">http://www.employercentral.com</a> Kim Harden Manual Posting	N	0
19	University of North Texas PO Box 310589 Denton, Texas 76203 Phone : 940-565-2537 Url : <a href="http://www.unt.edu">http://www.unt.edu</a> Alan Albarran Manual Posting	N	0
20	University of Texas, El Paso 500 W. University Ave El Paso, Texas 78249 Phone : 915-747-5640 Url : <a href="http://www.utep.edu">http://www.utep.edu</a> N/A N/A Manual Posting	N	0
21	University of Texas, San Antonio 6900 N Loop 1604 W. San Antonio, Texas 78249 Phone : 210-458-4588 Url : <a href="http://www.utsa.edu">http://www.utsa.edu</a> Vicky Tesillo Manual Posting	N	0
22	University of Texas, Tyler 3900 University Blvd. Tyler, Texas 75799 Phone : 903-565-5862 Url : <a href="http://www.uttyler.edu">http://www.uttyler.edu</a> Tonna Brooks Manual Posting	N	0

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23	Unknown (source not adequately identified upon inquiry by SEU)	N	4
24	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
25	ZipRecruiter , Texas Phone : 877-252-1062 Url : http://www.ziprecruiter.com N/A N/A Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>60</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	Ongoing Event	Participation in other activities designed by the station employment unit	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.	1	
2	4/20/2023	Provision of training to management	On 4/20/2023 the stations office manager participated in EEO Administration training for Broadcast 1 Source.	1	Office Manager
3	11/6/2023	Participation in events or programs sponsored by educational institutions	Participated in November 2023 "Gray Days" recruiting event at University of North Texas. .	1	News Director
4	1/12/2024	Participation in events or programs sponsored by educational institutions	Tyler Chamber of Commerce Career Connections career pathway session for local high school students.	2	VP/General Manager
5	1/22/2024	Participation in events or programs sponsored by educational institutions	Classroom presentation to 4 classes of students at Rusk High School over the challenges facing the media industry today.	1	VP/General Manager
6	3/8/2024	Participation in events or programs sponsored by educational institutions	Spoke with college students from Stephen F. Austin University to discuss the job market and needs for the broadcasting industry.	2	News Director VP/General Manager