

KLTV/KTRE
EEO PUBLIC FILE REPORT
April 1, 2022 to March 31, 2023

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
TMP	1,3,5-6,8	1
MMJ	1,3,5-6,12-14,17,20,23	23
MMJ-KTRE	1,3,5-6,9-14,14,17,20	3
Producer-Creative Services	1,3,5-6,9-14,17,18-20,23	23
MMJ – KTRE	1,3,5-6,9-14,17,19-20,23	23
Producer Digital News	1,3-6,8-11,22	22
Producer-Creative Services – KTRE	1,3,5,6,8,23	23
TMP	1,3,5-6,12-17,17,19-20	1
TMP	1-3,5-6,12-14,17,19-20	1
Sports Anchor	1,3-6	1
Producer Digital News	1,3,5-6,8-11	1
TMP	1-6,12-14,17,19-20,23	23
Assistant – Digital Sales	1-7,9-14,17,19-20	1
TMP	1-6,9-11,23	23
Reporter/Anchor/Digital News Host	1,3-6,9-11	1
Reporter/Anchor (W/E Morning)	1-11,23	23
Producer Digital News	1,3,5-6,8-11	1
Producer/Reporter	1-14,17,19-20	1
Producer Digital News	1,3-6	1
Producer – Creative Services	1-7,12-14,17,19,20	2
Producer Digital News	1,3-6,8-11	3

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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	www.gray.tv/careers#currentopenings	N	32
2	www.linkedin.com	N	1
3	www.indeed.com	N	24
4	www.careerbuilder.com	N	4
5	Station website, www.kltv.com/www.ktre.com	N	
6	Station Recruitment promo	N	
7	Texas Association of Broadcasters, Craig Bean, 502 E 11th, Suite 200 Austin, TX 78701, craig@tab.org, www.tab.org, 512-322-9944	N	
8	www.tvjobs.com	N	2
9	NAACP Tyler, 2000 West Gentry, Tyler, TX 75702, 903-233-4467	N	
10	NAACP Longview, Brandon Johnson, PO Box 8862, Longview, TX 75607, longviewnaacp@gmail.com, 903-558-8142	N	
11	Hispanic American Association, 1111 E Erwin St, Tyler TX 75702, hispaniccenter@sbcglobal.net, 903-531-0230	N	
12	LeTourneau University, Mary Olson, PO Box 7001, Longview, TX 75607-7001, maryolson@letu.edu, app.joinhandshake.com, 903-233-4467	N	
13	Louisiana State University, r. Garay, m 221 Journalism Bldg, Baton Rouge, LA 70803, rgaray@lsu.edu, app.joinhandshake.com	N	
14	Texas Southern University, Career Center, 3100 Cleburne St., Houston, TX 77004, placementservices@tsu.edu, app.joinhandshake.com, 713-313-7541	N	
15	Texas Workforce Commission, Lenora Stone, 2027 N. Jackson, Tyler, TX 757001, lenora.stone@twc.state.tx.us, www.workintexas.com, 903-661-8131	N	
16	Tyler Junior College, Kim Harden, PO Box 9020, Tyler, Tx 75711, khar@tjc.edu, www.employercentral.com, 903-510-2334	N	
17	University of North Texas, Alan albarran, PO Box 310589, Denton, TX 76203-0589, rtvf@unt.edu, app.joinhandshake.com, 940-565-2537	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	University of Texas El Paso, Career Center, 500 W. University Ave., El Paso, Tx 79968, careers@utep.edu, www.utep.edu/careers, 915-747-5640	N	
19	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	N	
20	University of Texas at Tyler, Tonna Brooks, 3900 University Blvd, Tyler, TX 75799, careerservices@uttyler.edu, app.joinhandshake.com, 903-565-5862	N	
21	www.ziprecruiter.com	N	
22	Personal reference	N	1
23	Employee referral	N	12
24	Other	N	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			82

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Management Training	On 03/16/23 station hiring managers participated in training on the Recruitment Gateway
2	Participated in a college visit	On 4/7/22 and 4/8/22 our News Director participated in Gray Recruiting Day at University of North Texas.
3	Participated in a career fair	On 1/13/2023 the General Manager participated in the Tyler Chamber of Commerce Career Connection Day for high school students in Smith County.
4	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.
5	Participated in a college visit	On 10/19/2022 the General Manager and News Director met classes of Communications majors at Stephen F Austin University to discuss the market and career opportunities.
6	Participated in a college visit	On 3/23/23 and 3/21/23 our News Director and our 6pm newscast anchor interviewed journalism students for open internship and full- time positions at KLTV and KTRE.

