

## **EEO PUBLIC FILE REPORT**

For the 12-month Period Ending: 03/31/2014  
(04/01/13-03/31/14)

Prepared by: ComCorp of Tyler License Corp.  
(Licensee/Permittee)

This report covers the following employment unit:

<b>Call Sign</b>	<b>Facility ID Number</b>	<b>Type of Station</b>	<b>Location City, State</b>
KETK	55643	Commercial Broadcast-TV	Tyler, TX

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled/Recruitment Source</u>	<u>Recruitment Sources Contacted</u>
News Topical Producer	1/8/2013	04/01/13 KETK-TV Website	See Recruitment Source List in Item B
Account Executive	9/24/2012	04/22/13 Employee Referral	See Recruitment Source List in Item B
Anchor/Report	4/26/2013	06/10/13 KETK-TV Website	See Recruitment Source List in Item B
Account Executive	2/5/2013	07/08/13 Employee Referral	See Recruitment Source List in Item B
Anchor/Report	6/26/2013	09/16/13 TV Jobs	See Recruitment Source List in Item B
Weekend Meteorologist	8/5/2013	09/16/13 TV Jobs	See Recruitment Source List in Item B
Anchor/Report	6/26/2013	10/07/13 KETK-TV Website	See Recruitment Source List in Item B

Traffic Coordinator	8/14/2013	10/14/13 KETK-TV Website	See Recruitment Source List in Item B
Anchor/Report	6/26/2013	10/14/13 KETK-TV Website	See Recruitment Source List in Item B
Receptionist	8/2/2013	10/21/13 Outside Referral	See Recruitment Source List in Item B
Master Control Operator	11/26/2012	02/19/13 Internal Applicant	See Recruitment Source List in Item B
Anchor/Report	11/22/2013	12/10/13 KETK-TV Website	See Recruitment Source List in Item B
AM/Midday Meteorologist	12/2/2013	01/06/14 KETK-TV Website	See Recruitment Source List in Item B
Account Executive	12/16/2013	02/03/14 KETK-TV Website	See Recruitment Source List in Item B
Master Control Operator	10/7/2013	02/25/14 Internal Applicant	See Recruitment Source List in Item B

(Attachment A)

- B. During the previous 12 months, the following recruitment sources were contacted as all vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone #</u>
1	TAB Job Bank	502 E. 11th Street Austin, Tx 78701	Craig Bean	512-322-9944
2	Jarvis Christian College	P. O. Box 1470 Hawkins, TX 75765	Lorene B. Holmes	903-769-5794
3	Texas College	2404 N. Grand Tyler, TX 75702	Lois Bowie	903-593-8311
4	Letourneau University	2100 S. Mobberly Longview, TX 75607	Steve Gatton	903-233-4467
5	Tyler Jr. College	P. O. Box 9020 Tyler, TX 75711	Kim Harden	903-510-2334
6	Kilgore Jr. College	1100 Broadway Kilgore, TX 75662	Patty Bell	903-983-8678
*	7 University of Texas at Tyler	3900 University Blvd. Tyler, TX 75799	Krista Richardson	903-566-7000
	8 Texas A & M - Commerce	P. O. Box 3011 Commerce, TX 75429-3011	Katrecia Sandlin	903-886-5110
9	Panola College	1109 W. Panola Carthage, TX 75633	Mike Edens	903-693-1182
10	E. Tx Baptist University	1209 N. Grove Marshall, TX 75670	Bob Flannery	903-923-2079
*	11 East Texas Workforce Center	4100 Troup Hwy. Tyler, TX 75702	Lenora Stone	903-561-8131
12	Lon Morris College	800 College Ave. Jacksonville, TX 75766	David Gehrels	903-589-4000
13	SFA State University	P. O. Box 13032 Nacogdoches, TX 75962-3032	Jenny Davis	936-468-3305
14	tvjobs.com Internet Job Bank	PO Box 4116 Oceanside, CA 92052	Mark Holloway	760-754-8177
15	Authenticjobs.com	221 Beach Road #177 Sarasota, FL 34242	Cameron Moll	941-677-8878
16	KETK Website	Company Website	Job Postings	

- C During the previous 12 months, there were a total of 60 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<u>Recruitment Sources</u>	<u>Total No. of Interviewees</u>
1 TAB Job Bank	0
2 Jarvis Christian College	0
3 Texas College	0
4 Letourneau University	0
5 Tyler Jr. College	0
6 Kilgore Jr. College	0
7 University of Texas at Tyler	0
8 Texas A&M- Commerce	0
9 Panola College	0
10 East Texas Baptist University	0
11 East Texas Workforce Center	0
12 Lon Morris College	0
13 SFA State University	0
14 tvjobs.com	12
15 Authenticjobs	0
16 KETK Website	30
17 Employee/Client Referrals	11
18 Internal Applicants	3
19 Walk-Ins	3
20 Outside Referrals	1

- F During the past 12 months, the station employment unit engaged in the following initiatives under "Prong 3" of the outreach requirements:

1 Internship Program:

The Licensee offered three internships programs for college students.

The interships were in the News Department

This program is designed to give students an overall view into each area and the positions available inside a commercial television station.

- 2 All full-time, open positions, including those involving upper management were posted on the TAB Job Bank.

3 October 24, 2012

Business Manager attended a Tyler Junior College Job Fair.

Handed out information about our station and information on all available positions at our stations.

4 October 25, 2012

Business Manager attended a LeTourneau Job Fair.

Handed out information about our station and information on all available positions at our stations.

5 October 24, 2013

Business Manager attended a LeTourneau Job Fair.

Handed out information about our station and information on all available positions at our stations.

6 Ongoing Outreach Efforts:

Each week, weekly manager meetings are held and open positions, as well as positions that may become open, are discussed. Meetings are held as a group, then the department heads have a meeting with the General Manager and Business Manager to ensure that all managers are trained in the latest EEO procedures applicable to filling any open positions. In addition, discussions are held on how EEO procedures can be improved and better implemented.

Name of Respondent:	Dave Tillery
Title:	General Manager
Date:	3/31/2014
Telephone:	903-581-5656