

KYTX-TV
EEO PUBLIC FILE REPORT
March 21, 2022 - March 20, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer - 10444	1, 4-5, 7-8, 12-14, 17, 19, 22, 24, 30-31	22
Anchor/MSJ-11471	1, 4-8, 10, 12, 14, 16-17, 19, 21-22, 24-31	22
Local Sales Manager-012353	1-8, 10-15, 17-18, 20-31	22
Multi-Skilled Journalist-12743	1, 4-6, 10, 12-14, 16-17, 21-22, 25-31	22
Digital Content Producer-12794	1, 4-6, 9-10, 12-14, 16-17, 21-22, 25-31	22
Digital Content Producer-12794	1, 4-6, 9-10, 12-14, 16-17, 21-22, 25-31	9
Marketing/Special Projects Producer-12868	1, 4-6, 10, 12-14, 17, 22, 25-31	22
Evening News Anchor-13007	1, 4-5, 8, 10, 12-14, 17, 22, 25-31	8
Sports Reporter/Anchor - MSJ-13198	1, 4-5, 10, 12-14, 16-17, 19, 22, 25-31	22
Marketing Producer-13256	1, 4-5, 8, 10, 12-14, 17, 19, 22, 25-31	22
Producer-13351	1, 4-5, 9-10, 12-14, 17, 19, 22, 25-31	9
Producer-13351	1, 4-5, 9-10, 12-14, 17, 19, 22, 25-31	22
Meteorologist/MSJ - 13901	1-5, 7-8, 10-15, 17-18, 20, 22-23, 25-31	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listings Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
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	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, Texas 76106 Phone : 817-625-5411 Email : jazmin.gutierrez@fwhcc.org Fax : 1-817-625-1405 Rosa Navejar	N	0

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7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
8	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	8
9	Indeed.com	N	2
10	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75705 Phone : 804-721-7755 Fax : 1-210-970-7350 Lorene Holmes	N	0
11	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
12	Kilgore Junior College 1100 S Broadway Ave Kilgore, Texas 75662 Phone : 903-988-3713 Email : ccraddock@kilgore.edu Chris Craddock	N	0
13	KYTX On-Air Promos 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	0

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14	KYTX Website 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	0
15	La Opinion 402 College Ave Jacksonville, Texas 75766 Phone : 903-586-0827 Jobs Editor Manual Posting	N	0
16	Linked In	N	7
17	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
18	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
19	Panola Junior College 1109 W Panola St Carthage, Texas 75633 Phone : 903-693-2000 Fax : 1-903-693-1122 Tina Long	N	0
20	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	TCU BNSF Railway Career Center 3103 Bellaire Drive N. Fort Worth, Texas 76109 Phone : 817-257-7630 Email : careers@tcu.edu Aaron Harris	N	0
22	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Url : https://www.tegna.com/JobListingsManualPosting	N	25
23	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
24	Texas College 2404 N Grand Ave Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Teffeni Mumphrey	N	0
25	University of North Texas Career Cen 1167 Union Circle Denton, Texas 76203 Phone : (940) 565-2105 Url : https://careercenter.unt.edu/ Email : career.center@unt.edu Front Desk	N	0
26	University of North Texas Department of Media Arts 1179 Union Cir, Denton, TX 76201 Denton, Texas 75201 Phone : (940) 565-2565 Url : https://mediaarts.unt.edu/ Email : mediaarts@unt.edu Fax : 1-940-369-7838 Phyllis Slocum	N	0

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27	University of Texas Austin RTF 2504 Whitis Ave. Stop A0800 Austin, Texas 78712 Phone : 512-471-3532 Email : rtf-department@austin.utexas.edu Fax : 1-512-471-4077 Miguel Alvarez	N	0
28	University of Texas-Tyler 3900 University Blvd Tyler, Texas 75799 Phone : 903-566-7000 Email : uttylercareersuccess@uttyler.edu Fax : 1-903-565-5532 Krista Richardson	N	0
29	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-923-1671 Email : ksharp1@wileyc.edu Fax : 1-903-927-1145 Kendra Sharp	N	0
30	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
31	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/24/2022	Establishment of training programs for station personnel	Second quarter Secure TEGNA cybersecurity training was launched. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks.	42	GM News Dir DOS Dir of Marketing
2	6/27/2022	Establishment of a mentoring program	This station is participating in TEGNA Inc.'s Producer-in Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations to a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check on progress. At the end of a successful two-year program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer in Residence

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3	8/4/2022	Participation in Job Fairs	Industry Conference where we participated in sessions and discussions to ensure we remain at the cutting edge of the industry. Met with vendors such as Nielsen, CNN, Sony, Debmar, and CBS syndication.	1	President & General Manager
4	9/9/2022	Participation in events or programs sponsored by educational institutions	Spoke to business school students at UT-Tyler about the media industry and its future. Answered questions as part of a panel to help graduating business students get involved in the media business. We offered to mentor individual students if they need time, and in preparation, before entering the job market.	1	President & General Manager
5	9/15/2022	Establishment of training programs for station personnel	As of September 15, 2022 mentor junior staff member on Edius software and the use of camera equipment to help them develop into a Multi-Skilled Journalist. Junior staff member is now shooting and editing her own packages and vo/sot's for a weekly segment, Weekend Planner.	2	Anchor/Reporter Digital
6	9/18/2022	Participation in events sponsored by organizations representing the community	Rose City Civitan Club's monthly meeting. Had the Opportunity to speak on behalf of CBS19 to share working experience in media and broadcast industry, provided guidance and mentorship. Rose City Civitan Club of Tyler Taxes is a community organization that aims to develop strong civic pride and awareness through various programs. These programs include initiatives that focus on improving the local community.	1	Anchor/Reporter

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7	9/23/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all of us understand the threat to our secure landscape and recognize the actions cybercriminals employ to breach our systems. In September, TEGNA launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	45	GM News Dir DOS Dir of Marketing
8	10/27/2022	Provision of training to management	The General Manager and Department Heads attended a training by TEGNA's Diversity Office on methods to ensure inclusive hiring.	9	GM News Dir DOS Dir of Marketing
9	10/27/2022	Participation in events or programs sponsored by educational institutions	Spoke with students at Cumberland Academy in a communications/visual arts class about the news industry and the use of color, light, positive and negative space for work. There were approximately 25 students in each of the two sessions.	1	Anchor/Reporter/Producer
10	10/27/2022	Participation in events or programs sponsored by educational institutions	Spoke with high school students at Cumberland Academy about the broadcast industry and answered questions regarding career paths/potential internships.	1	Meteorologist
11	11/1/2022	Participation in events sponsored by organizations representing the community	Greeted a class of communications/visual media students at Tyler Legacy High School and shared information about news and broadcasting. Approximately 20-25 students were in the classroom.	1	Anchor/Reporter/Producer
12	11/5/2022	Participation in Job Fairs	Tyler Junior College P1 Learning and Outreach with Texas Association of Broadcasters. This program exposes and gets college students interested in Media Careers. Spoke to a class that has a broad range of skill sets, discussed different roles in media and where the future of media is headed.	1	President & General Manager

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13	11/16/2022	Establishment of training programs for station personnel	Final Judgment and US Antitrust Laws Training. Best practices on what constitutes Antitrust actions and how not to engage.	3	Director of Sales Sales Manager Sales Manager
14	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	48	GM News Dir DOS Dir of Marketing
15	12/6/2022	Establishment of training programs for station personnel	KYTX Sponsored Digital Training Summit. Digital Training Summit for all of the KYTX AE's and Account Managers of all Tegna Digital Products. The training was conducted by Elliott Moore.	7	Director of Sales Sales Manager Sales Manager Account Executive
16	1/5/2023	Participation in events sponsored by organizations representing the community	Black History Month Listening Session – 1P-2PM (Community leaders; Zoom) Discuss ideas on how to better serve the Black community through storytelling.	10	Digital Content Director/Marketing Director News Director President/General Manger Marketing Producer
17	1/9/2023	Establishment of training programs for station personnel	TEGNA Ethics Training: Part I: TEGNA's Annual Ethics Survey must be completed by all employees to disclose any issues that may conflict with TEGNA's interests. Part II: Code of Ethics: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.	47	GM News Dir DOS Dir of Marketing
18	1/26/2023	Establishment of training programs for station personnel	Attended virtual seminar on two brand new software features within our graphics system and discussed how we could implement these in our weather presentation in the future.	1	Meteorologist

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19	2/13/2023	Participation in Job Fairs	Recruitment activity at University of North Texas. Recruitment included three separate TEGNA information sessions with three separate broadcasting/digital journalism classes throughout the day. Conducted one on one interviews with students.	2	News Director Talent Acquisition Partner
20	2/14/2023	Participation in events or programs sponsored by educational institutions	Presentation and recruitment activity at Southern Methodist University. A presentation on the topic of breaking into news and sports was delivered to a senior broadcast class. One on one interviews were conducted. A TEGNA information session was held as well for all grade levels to participate.	2	News Director Talent Acquisition Partner