

KYTX
EEO PUBLIC FILE REPORT
March 22, 2018 - March 21, 2019

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
Local Sales Manager	1-4, 6, 8-14, 16, 18-31, 34-36, 38-50, 52	10
Account Executive	1-4, 9, 11-12, 14, 19-23, 26-27, 34-35, 38, 41-42, 46, 48, 50, 52-53	22
Broadcast Engineer	1-4, 9, 11-12, 14, 19-23, 26-27, 33-35, 38, 41-42, 46, 48, 50, 52-53	33
Morning Meteorologist	1-4, 9, 11-12, 14, 19-23, 26-27, 32, 34- 35, 38, 41-42, 46, 50-53	14
Multi-Skilled Journalist (MMJ)	1-5, 9-12, 14-15, 19-23, 26-27, 34-35, 38, 41-42, 46, 50, 52-53	38
Multi-Skilled Journalist (MMJ)	1-5, 9-12, 14-15, 19-23, 26-27, 34-35, 38, 41-42, 46, 50, 52-53	38
Multi-Skilled Journalist (MMJ)	1-5, 9-12, 14-15, 19-23, 26-27, 34-35, 38, 41-42, 46, 50, 52-53	15
Multi-Skilled Journalist (MMJ)	1-5, 9-12, 14-15, 19-23, 26-27, 34-35, 38, 41-42, 46, 50, 52-53	10
Director of Marketing	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 34- 35, 37-38, 41-42, 46, 50, 52-53	37
Digital Content Manager	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 34- 35, 38, 41-42, 46, 50, 53	38
Sales Associate	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 34- 35, 38, 41-42, 46, 50, 52-53	4
Account Executive	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 33- 35, 38, 41-42, 46, 50, 52-53	14
Account Executive	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 33- 35, 38, 41-42, 46, 50, 52-53	33
Brand Manager	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 34- 35, 38, 41, 46, 50, 52-53	38
Multi-Platform Producer	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 34- 35, 38, 41, 46, 52-53	38
Weekend Sports Anchor/MSJ	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 34- 35, 38, 41, 46, 50, 52-53	38
Weekend Anchor/MSJ	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 33- 35, 38, 41, 46, 50, 52-53	33
Weekend Anchor/MSJ	1-4, 9, 11-12, 14, 17, 19-23, 26-27, 33- 35, 38, 41, 46, 50, 52-53	38
Local Sales Manager	1-4, 7, 9, 11-12, 14, 17, 19-23, 26-27, 34-35, 38, 41-42, 46, 50, 52-53	7

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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	Angelina College P.O. Box 1768 Lufkin, Texas 75902 Phone : 936-639-1301 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	2
5	Career Fair	N	2
6	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
7	Corporate Recruiter	N	1
8	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0

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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
9	East Texas Baptist University 1209 N Grove St Marshall, Texas 75670 Phone : 903-923-2076 Email : arainbolt@etbu.edu Audra Rainbolt	N	0
10	Employee Referral	N	6
11	Fort Worth Hispanic Chamber of Commerce 1327 N Main St Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0
12	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	0
13	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
14	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	5
15	Indeed.com	N	1
16	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	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
17	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75705 Phone : 804-721-7755 Fax : 1-903-769-1282 Lorene Holmes	N	0
18	Job posting on internet	N	2
19	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0
20	Kilgore Junior College 1100 S Broadway Ave Kilgore, Texas 75662 Phone : 903-988-3713 Email : ccraddock@kilgore.edu Chris Craddock	N	0
21	KYTX On-Air Promos 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	0
22	KYTX Website 2211 ESE Loop 323 Tyler, Texas 75701 Phone : 903-581-2211 Job Listings Manual Posting	N	2
23	La Opinion 402 College Ave Jacksonville, Texas 75766 Phone : 903-586-0827 Jobs Editor 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
24	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
25	Linked In	N	2
26	Longview Economic Development Corp 410 N Center St Longview, Texas 75601 Phone : 903-753-7878 Fax : 1-903-753-3646 Cindy Floyd	N	0
27	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Job Listings Manual Posting	N	0
28	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
29	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
30	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	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
31	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
32	None indicated (Source Unknown)	N	1
33	Other Source	N	3
34	Panola Junior College 1109 W Panola St Carthage, Texas 75633 Phone : 903-693-2000 Fax : 1-903-693-1182 Tina Long	N	0
35	Society of Broadcast Engineers 9012 N Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Job Listings Manual Posting	N	0
36	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
37	Station Website	N	1
38	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	21
39	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0

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40	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Anna Romero	N	0
41	Texas Association of Broadcasters 502 E 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
42	Texas College 2404 N Grand Ave Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Teffeni Mumphrey	N	0
43	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
44	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
45	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
46	Tyler Junior College P.O. Box 9020 Tyler, Texas 75711 Phone : 903-510-2390 Email : khar@tjc.edu Kim Hardin	N	0

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47	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
48	University of Texas-Tyler 3900 University Blvd Tyler, Texas 75799 Phone : 903-566-7000 Fax : 1-903-565-5962 Krista Richardson	N	0
49	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
50	Wiley College 711 Wiley Ave Marshall, Texas 75670 Phone : 903-927-3300 Fax : 1-903-927-1145 Eva Harris	N	0
51	Word of Mouth Referral	N	1
52	Workforce Solutions of East Texas 4100 TX-110 Tyler, Texas 75703 Phone : 903-561-8131 Fax : 1-903-561-4204 Desiree Hickman	N	0
53	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	3/22/2018	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course.	72	All Employees
2	4/12/2018	Participation in Job Fairs	Jarvis Christian College Job Fair. Hosted by the college, this is a diverse career seeking experience attended by collegians of all majors. News Director and HR were able to discuss careers in Journalism with over 40 attendees.	2	News Director Human Resources/Payroll Processor
3	5/18/2018	Participation in events or programs sponsored by educational institutions	Our staff goes into the schools to do presentations about careers and opportunities in broadcasting that are age/grade appropriate. Six schools were visited this year with attendance of 25 - 50 students each visit.	3	Anchor/Multiskilled Journalist Anchor/Multiskilled Journalist Producer, Digital
4	6/7/2018	Participation in events sponsored by community groups	Texas Association of Broadcasters Convention. TAB strives to promote and protect a favorable economic and regulatory climate for broadcasting and educate members and the public at large about the opportunities available and advances possible through the efforts of free, over-the-air broadcast operations. News Director and Sales Director interacted with over 30 college students to discuss careers in Broadcasting.	2	General Manager Director of Sales
5	6/18/2018	Sponsorship of events in the community designed to increase public awareness	Career Day at Glass Recreation Center. This career fair is hosted for the citizens of Tyler. Our anchor had the opportunity to present her personal broadcasting career, experience and growth with 40 attendees who had opportunities to discuss and ask questions about careers in broadcasting.	1	Anchor/Multiskilled Journalist

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6	7/30/2018	Participation in events sponsored by community groups	National Association of Black Journalists Convention and Career Fair. This is a week long event and is the premier venue for journalism education, career development and networking opportunities that draws leaders in journalism, media, technology, business, arts and entertainment. Over 3,000 of the nation's top journalists, media executives, public relations professionals and students gathered to network and discuss career opportunities. News Director spoke to 100+ attendees regarding careers in journalism.	1	News Director
7	8/13/2018	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	50	All Newsroom Employees
8	8/16/2018	Participation in Job Fairs	The Workforce Solutions of East Texas Job Fair - Tyler Rose Garden. Offering services to job seekers and employers in East Texas to enhance economic development by providing a first-class workforce. Approximately 100 attendees had the opportunity to discuss careers with our News Photographer and our Human Resources/Payroll Processor.	2	Chief Photographer Human Resources/Payroll Processor
9	9/25/2018	Participation in events or programs sponsored by educational institutions	UT Tyler Human Library Event is a career/job fair event for students of all majors. We had the opportunity at this fair to interact with approximately 30+ college students of all majors and our anchors/journalists discussed careers in broadcasting.	2	Anchor/Multiskilled Journalist Anchor/Multiskilled Journalist

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10	10/19/2018	Participation in other activities designed by the station employment unit	Coronation of the Queen at Cowan Center at University of Texas at Tyler. During this very popular event at the university, attended by hundreds of people, our General Manager had the opportunity to discuss with at least 30 college students about careers in journalism.	1	General Manager
11	11/26/2018	Establishment of training programs for station personnel	Antitrust Training - Yearly Antitrust Compliance for all staff. In order to fulfill our purpose of serving the greater good of our communities, it is vital that we maintain the highest level of ethical standards. To avoid even the appearance of wrongdoing, we must always follow existing laws, conduct business with the highest ethical standards and remain committed to the concept of fair dealings and free, fair and open competition.	70	All Employees
12	12/11/2018	Establishment of training programs for station personnel	TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit	1	Anchor/Multiskilled Journalist
13	1/10/2019	Establishment of training programs for station personnel	TEGNA Late News Pilot Project - participated with a wide range of TEGNA employees in a think tank/idea generation project to brainstorm on content for TV news pilot programs.	1	Anchor/Multiskilled Journalist

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14	1/17/2019	Participation in events sponsored by community groups	Tyler Chamber of Commerce Business to Business Expo. The Tyler B2B Expo gives businesses an opportunity to network with other area businesses and professionals. It also showcases career opportunities for people in the community. Our employees were able to discuss careers in broadcasting and their personal career experiences with 25+ attendees.	4	General Manager Brand Manager Manager, Digital Sales Account Executive
15	1/31/2019	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	HR Director
16	2/25/2019	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	General Manager Sales Director