

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

### I. VACANCY LIST

See **Master Recruitment Source List** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Content Prod.	1-11, 13-21, 23	23
Assignment Manager	1-11, 13-21, 23	23
Reporter/MMJ	1-21, 23	10
Digital News Anchor	1-21, 23	24
Marketing Producer	1-11, 13-23, 26,29	23
Reporter/Anchor	1-21, 23	15
Reporter/MMJ	1-21, 23, 26, 31	26
Anchor/Reporter	1-21, 23	10
Master Control Operator	1-11, 13-21, 23, 27, 29	27
Weekend Producer	1-11, 13-21, 23	23
Reporter/MMJ	1-21, 23,26, 31	26
Master Control Operator	1-11, 13-21, 23	23
Reporter/MMJ	1-21, 23, 31	10
Sr. DSS	1-11, 13-21, 23,30, 32	23
Sports Spec./VJ	1-21, 23,31	16
Digital Sales Asst.	1-11, 13-21,23, 30, 32	23
Dig. Content Prod.	1-11, 13-21,23	28
Sports Director/Rep.	1-21, 23,31	16

# KLTV EEO PUBLIC FILE REPORT

April 1, 2017 to March 31, 2018

## II. MASTER LIST OF RECRUITMENT SOURCES

\*Sources with an asterisk (\*) denote organizations that requested notification of job vacancies

Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
<b>COMMUNITY SOURCES</b>						
1	Texas Workforce Commission	Lenora Stone	2027 N. Jackson Tyler TX 75701(lenora.stone@twc.state.tx.us)	www.workintexas.com	(903)561-8131	1
2	University of Texas at Tyler	Tonna Brooks	3900 University Blvd Tyler TX 75799(careerservices@uttyler.edu)	http://uttyler.edu/careerservices	(903)565-5862	
3	Tyler Junior College	Kim Harden	PO Box 9020 Tyler TX 75711(khar@tjc.edu)	www.tjc.edu/careerservices	(903)510-2334	
4	LeTourneau University	Mary Olson	PO Box 7001 Longview TX 75607-7001(maryolson@letu.edu)	www.collegecentral.com/letu	(903)233-4467	
5	NAACP		2000 West Gentry Tyler TX 75702		(903)531-0071	
6	Texas College	Fayette Davis	2404 N. Grand Tyler TX 75701(fdavis@texascollege.edu)	www.texascollege.edu	(903)593-8311	
7	University of Texas San Antonio	Vicky Tesillo	6900 N Loop 1604 W, San Antonio TX 78249(rowdyjobs@utsa.edu)	www.utsa.edu/careercenter/employers	(210)458-4588	
8	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	
9	NAACP	Brandon Johnson	PO Box 8862 Longview TX 75607(longviewnaacp@gmail.com)		(903)568-8142	
10	KLTV website	Sharilyn Sulphen	105 West Ferguson Tyler TX 75702(enygren@kltv.com)	www.kltv.com	(903)597-5588	5
11	TV Jobs	Mark Holloway	PO Box 4116 Oceanside CA 92052(admin@tvjobs.com)	www.tvjobs.com/cgi-bin/globe/login.cgi	(760)754-2115	1
12	Medialine(News talent only)	Rich Everitt	1209 Wood Valley Road Augusta GA 30909(rmedialine@medialine.com)	www.medialine.com	(706)364-7584	
13	NAJA	Debra Valentino	395 W. Lindsey Norman OK 73019(dvalentino@naja.com)	www.naja.com	(405)325-1649	
14	Texas Association of Broadcasters	Craig Bean	502 E 11th Suite 200 Austin TX 78701(craig@tab.org)	www.tab.org	(512)322-9944	
15	NAHJ	Kevin Olivas	1000 National Press Building Washington DC 20045(kolivas@nahj.org)	http://www.nahjcareercenter.com	(202)662-7168	1
16	Raycom Media	Donna Tadlock	201 Monroe St 20th Floor Montgomery AL 36104 (dtadlock@raycommedia.com)	https://careers-raycommedia.icims.com	(334)206-1417	2
17	KLTV Internal bulletin boards	Sharilyn Sulphen	105 W Ferguson Tyler TX 75702 & 140 E Tyler #100 Longview TX 75601(adickey@kltv.com)			
18	AAJA	Career Center	5 Third St Suite 1108 San Francisco CA 94103(national@aja.org)	www.aja.org	(415)346-2051	
19	University of North Texas	Alan Albarran	P O Box 310589 Denton TX 76203-0589(rlv@unt.edu)	www.rtvf.unt.edu	(940)565-2537	
20	Texas Southern University	Career Center	3100 Cleburne St Houston TX 77004(placementservices@tsu.edu)	www.myinterface.com/tsu/employer	(713)313-7541	
21	TVB			www.tvb.org		
22	602 Communications(Marketing only)	Graeme Newell	1011 Lynhurst Falls Ln Knightdale NC 27545(gnewell@602communications.com)	www.602communications.com	(919)217-4438	
23	Recruitment promo	KLTV	105 W. Ferguson Tyler, TX 75702		(903)597-5588	1
<b>ADDITIONAL SOURCES</b>						
24	Employee referral	various				7
25	Business referral	various				1
26	LinkedIn			www.linkedin.com		3
27	College referral	Tyler Junior College				1
28	Job fair	University of Missouri				1
29	Indeed			www.indeed.com		2
30	SFA Comm. Dept.	Sherry Williford	swilliford@sfasu.edu			
31	NABJ			www.nabjcareers.org		
32	SFA Placement		PO Box 13032 Nacogdoches, TX 75962			
					<b>Total</b>	<b>26</b>

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/01/2017 – 03/31/2018

Describe Nature of Initiative:

Listing upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

NAJA  
NAHJ  
AAJA  
NAACP

Names of Station Personnel involved in Initiative:

Sharilyn Sutphen, HR Coordinator/EEO Coordinator

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 08/10/17

Describe Nature of Initiative:

Participate in career events sponsored by educational institutions relating to career broadcast opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Spoke to approximately 15 students at Tyler Junior College.

Names of Station Personnel involved in Initiative:

Joe Terrell, Asst. News Director

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 11/28/17

Describe Nature of Initiative:

Participate in career events sponsored by educational institutions relating to career broadcast opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Spoke to approximately 25 students at Tyler Junior College.

Names of Station Personnel involved in Initiative:

Joe Terrell, Asst. News Director

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): \_\_\_\_\_ 03/20/18 \_\_\_\_\_

Describe Nature of Initiative:

Participate in career events sponsored by educational institutions relating to career broadcast opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Spoke with 7 graduating students individually at University of North Texas.

Names of Station Personnel involved in Initiative:

Joe Terrell, Asst. News Director

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 03/21/18

Describe Nature of Initiative:

Participate in career events sponsored by educational institutions relating to career broadcast opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Spoke with a class of 15 newscast producing students and critiqued their work at University of North Texas.

Spoke with a class of 20 beginning video production students at University of North Texas.

Names of Station Personnel involved in Initiative:

Joe Terrell, Asst. News Director

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): \_\_\_\_\_ 03/23/18 \_\_\_\_\_

Describe Nature of Initiative:

Participate in career events sponsored by educational institutions relating to career broadcast opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Participated in Kickstarter Job Fair for graduating broadcasting students at University of North Texas. Met with 40-50 students individually..

Names of Station Personnel involved in Initiative:

Joe Terrell, Asst. News Director



# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/01/2017 – 03/31/2018 \_\_\_\_\_

Describe Nature of Initiative:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KLTV hosted interns from the following universities. The interns helped log video, assisted on remote shoots and live shoots, learned some of the basics of shooting and editing video, wrote scripts for stories and web stories, made social media posts, shadowed in studio cameras and shadowed newscast producers.

Oklahoma State University  
University of North Texas  
Stephen F. Austin University  
Baylor University  
Texas A&M University

Names of Station Personnel involved in Initiative:

Jason Goodwin, Executive Producer, KLTV  
Ashley Slayton, Digital Content Producer, KLTV  
Joe Terrell, Asst. News Director, KLTV

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 28, 2017

Describe Nature of Initiative:

EEO Webinar/Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended Webinar Training on EEO matters. Webinars were conducted by Covington and Burling. The webinars covered requirements for EEO recruitment and reporting.

Names of Station Personnel involved in Initiative:

Sharilyn Sutphen, KLTV HR Coordinator/EEO Coordinator

# KLTV

## EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/01/17 – 03/31/18

Describe Nature of Initiative:

Community Outreach promo.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KLTV airs the following spot to encourage community organizations to join the station's notification list.

KLTV, a Raycom Media 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 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. Send your request to: [www.kltv.com](http://www.kltv.com)

Names of Station Personnel involved in Initiative:

Sharilyn Sutphen, KLTV HR Coordinator/EEO Coordinator