

KLTU EEO PUBLIC FILE REPORT MASTER LIST OF RECRUITMENT SOURCES

April 1, 2018 to March 31, 2019

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
COMMUNITY SOURCES						
1	Texas Workforce Commission	Lenora Stone	2027 N. Jackson Tyler TX 75701(lenora.stone@twc.state.tx.us)	www.workintexas.com	(903)561-8131	
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 Hardan	PO Box 9020 Tyler TX 75711(khardan@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 Generty Tyler TX 75702		(903)531-0071	
6	Texas College	Fayette Davis	2404 N. Grand Tyler TX 75701(f.davis@texascollege.edu)	www.texascollege.edu	(903)593-8311	
7	University of Texas San Antonio	Vicky Tesillo	6900 N Loop 1604 W. San Antonio TX 78248(vrowdyjobs@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)558-8142	
10	KLTU website		105 West Ferguson Tyler TX 75702(employment@kltv.com)	www.kltv.com	(903)597-5588	4
11	TV Jobs	Mark Holloway	PO Box 4116 Oceanside CA 92052(markn@tvjobs.com)	www.tvjobs.com/global/lostin.cgi	(760)754-2115	2
12	Medialine(News talent only)	Rich Ewert	1209 Wood Valley Road Augusta GA 30909(medialine@medialine.com)	www.medialine.com	(706)364-7564	
13	NAJA	Debra Valerino	395 W. Lindsey Norman OK 73019(dvalerino@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		1000 National Press Building Washington DC 20045	http://www.nahjcareercenter.com	(202)662-7168	
16	Raycom Media web		201 Monroe St 20th Floor Montgomery AL 36104	https://careers-raycommedia.com	(334)206-1417	7
17	KLTU Internal bulletin boards	Sharilyn Supphen	105 W Ferguson Tyler TX 75702 & 140 E Tyler #100 Longview TX 75601(adckey@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 Albaran	P O Box 310589 Denton TX 76203-0589(albaran@unt.edu)	www.utv.unt.edu	(940)565-2537	
20	Texas Southern University	Career Center	3100 Cleburne St Houston TX 77004(placementservices@tsu.edu)	www.minterfrase.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	Linked In			https://www.linkedin.com/company/raycom-media/		4
24	Recruitment promo	Sharilyn Supphen				
ADDITIONAL SOURCES						
25	Employee referral					6
26	SFA Placement Center (Sales)	Sherry Moore	PO Box 13032 Nacogdoches TX 75962 (send by mail)	www.sfasu.edu	(936)468-3305	
27	SFA Communications Dept (Sales)	Dr. Sherry Williford	PO Box 13032 nacogdoches TX 75962 (send by email: swilliford@sfasu.edu)	www.sfasu.edu	(936)468-1278	
28	NABU (News)			nabucareers.org		1
29	Google			google.com		4
31	Indeed			indeed.com		4
32	Personal reference					1
33	Jobbing.com			www.jobbing.com		1
					TOTAL	33

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/01/2018 - 03/31/2019

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.

04/01/2018 – 01/01/2019 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 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.

01/02/2019 – 03/31/2019 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.

*** On 01/02/2019 KLTV was purchased by Gray Television. The on-air spot was updated to reflect this change in ownership.

Names and Titles of Station Personnel involved in Initiative:

Scott Silley, Marketing Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:
Student Internship Program

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

KLTV offers an academic credit internship program for registered junior and senior college students, and graduate students year-round.

Students observe the day-to-day operations of a fast-paced news environment. An internship with the news department will involve observing the news staff in the news gathering process. This internship may include some field experience with news reporters and photographers to observe story development and interview skills during developing stories. Also includes observing the Operation/Production side of the news department by learning the responsibilities and job requirements for Directors, Technical Directors Chyron/Audio Operators, Studio Technicians and Floor Directors. Students will also observe studio and control room crews during the mornings and evenings news casts. NOTE: Interns are not permitted to operate equipment.

Summer 2018 – 2 interns (News)

Fall 2018 – 3 interns (News)

Spring 2019 – 2 interns (News)

Names and Titles of Station Personnel involved in Initiative:

Joe Terrell, News Director

Jason Goodwin, Assistant News Director

Various news department employees

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 08/01/2018

Describe Nature of Initiative:

Participate in college recruiting

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

Attended Texas Association of Broadcasters Annual Convention College recruiting reception. Meet with college students attending the TAB annual convention

Names and Titles of Station Personnel involved in Initiative:

Patrick Stacey, General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 02/22/2019

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 Gray Television recruiting trip. Met and interviewed 20 students at University of North Texas. Presented sessions on story pitches and weather presentation.

Names and Titles of Station Personnel involved in Initiative:

Joe Terrell, News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 03/22/2019

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 of University of North Texas. Met with 50-60 students individually.

Names and Titles of Station Personnel involved in Initiative:

Joe Terrell, News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 03/05/19

Describe Nature of Initiative:

Business Marketing Class on Leadership

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Presentation to a Business Marketing class at University of Texas of Tyler on leadership and current marketing tactics being used by local business.

Names and Titles of Station Personnel involved in Initiative:

Misty Wages, General Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 09/06/2018

Describe Nature of Initiative:

Participate in college recruiting

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

Attended the University of Texas at Tyler Career Day event. Met with 20+ students.

Names and Titles of Station Personnel involved in Initiative:

Patrick Stacey, General Manager