

**KLTV/KTRE
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021**

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	Texas Workforce Commission, Lenora Stone, 2027 N. Jackson, Tyler ,TX 75701, lenora.stone@twc.state.tx.us, www.workintexas.com, 903-661-813	No	
2	www.gray.tv/careers#currentopenings	No	12
3	www.linkedin.com	No	3
4	www.indeed.com	No	6
5	Station Website www.kltv.com/www.ktre.com	No	
6	Station Recruitment promo	No	
7	Texas Association of Broadcasters, Craig Bean, 502 E 11th, Suite 200 Austin, TX 78701, craig@tab.org, www.tab.org, 512-322-9944	No	
8	www.tvjobs.com	No	
9	University of North Texas, Alan Albarran, PO Box 310589, Denton, TX 76203-0589, rtvf@unt.edu, app.joinhandshake.com, 940-565-2537	No	
10	Texas Southern University, Career Center, 3100 Cleburne St., Houston, TX 77004, placementservices@tsu.edu, app.joinhandshake.com, 713-313-7541	No	
11	Medialine, Rich Everitt, 1209 Wood Valley Road, Augusta, GA 30909, medialine@medialine.com, www.medialine.com, 706-364-7564	No	
12	NAACP Tyler, 2000 West Gentry, Tyler, TX 75702, 903-233-4467	No	
13	NAACP Longview, Brandon Johnson, PO Box 8862, Longview, TX 75607, longviewnaacp@gmail.com, 903-558-8142	No	
14	Louisiana State University, r. Garay, m 221 Journalism Bldg, Baton Rouge, LA 70803, rgaray@lsu.edu, app.joinhandshake.com	No	
15	University of Texas at Tyler, Tonna Brooks, 3900 University Blvd, Tyler, TX 75799, careerservices@uttyler.edu, app.joinhandshake.com, 903-565-5862	No	
16	Tyler Junior College, Kim Harden, PO Box 9020, Tyler, Tx 75711, khar@tjc.edu, www.employercentral.com, 903-510-2334	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	LeTourneau University, Mary Olson, PO Box 7001, Longview, TX 75607-7001, maryolson@letu.edu, app.joinhandshake.com, 903-233-4467	No	
18	University of Texas San Antonio, Vicky Tesillo, 6900 N Loop 1604, W, San Antonio, TX 78249, rowdyjobs@utsa.edu, app.joinhandshake.com 210-458-4588	No	
19	University of Texas El Paso, Career Center, 500 W. University Ae., El Paso, Tx 79968, careers@utep.edu, www.utep.edu/careers, 915-747-5640	No	
20	Stephen F. Austin, Sherry Moore,smoore@sfasu.edu) PO Box 13032, Nacogdoches, TX 75962, app.joinhandshake.com, 936-468-1278	No	
21	Scripps College of Communication, Tina Stewart, scrippscollege@ohio.edu, IOhio University, Athens, OH 45701, 740-593-4883 app.joinhandshake.com	No	
22	Employee referral	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Community Outreach promo	<p>KTLV airs the following spot to encourage community organizations to join the station's notification list.</p> <p>KTLV, 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.</p>
2	Training	On 11/20/2020 the Office Manager Participated in a training webinar "The FCC's Equal Opportunity Rules" by Wiley Rein, LLP
3	Recruiting	On 3/12/2021 the News Director participated in a recruiting meeting with 9 students at Arizona State University, Cronkite School of Journalism.
4	Event Designed to Disseminate Information About Broadcast Careers	On 7/15/2020 the News Director presented to the Interviewing and Performing class at University of North Texas on how to produce a quality news product.

5	Training	July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
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