

KTRE
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020

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	Stephen F. Austin Placement Center, Sherry Moore, PO Box 13032, Nacogdoches, TX 75962. App.joinhandshake.com (936)468-3305	N	
2	SFA Communications Dept, Dr. Sherry Williford, PO Box 13032 Nacogdoches, TX 759625 (swilliford@sfasu.edu) www.sfasu.edu , (936)468-1278	N	
3	Angelina Co Chamber of Commerce, Jerry Huffman, 1615 South Chestnut, Lufkin, Tx 75901, gfarley@angelina.edu , www.lufkintexas.org , 936-634-664	N	
4	Lufkin Workforce Center, Tami Poulan, 210 N. John Redditt Dr., Lufkin, TX 75904-2620, tami.poulan@twc.state.tx.us , www.workintexas.org , 936-639-1351	N	
5	KTRE station internal bulletin board, Mike Wiggins, 358 TV Road, Pollock, Tx, ktre.com	N	
6	Mosaic Center, Kitty Bounds, PO Box 154225, Lufkin, TX 75915, http://mosaiccenter.org , 936-639-5068	N	
7	TVB, www.tvb.org	N	
8	Texas Association of Broadcasters, Craig Bean, 502 E 11 th Suite 200, Austin, TX 78701, craig@tab.org , www.tab.org , 512-322-9944	N	
9	TV Jobs, Mark Holloway, PO Box 4116, Oceanside, CA 92052, admin@tvjobs.com , www.tvjobs.com/cgi-bin/global/login.cgi , 760-754-2115	N	
10	Medialine, Rich Everitt, 1209 Wood Valley Road, Augusta, GA 30909, medialine@medialine.com , www.medialine.com , 706-364-7564	N	
11	Talent Dynamics, Christina, 600 E Las Colinas Blvd., Suite 100, Irving, TX 75039, hedding@talentdynamics.com , www.talentdynamics.com , 214-640-3139	N	
12	NAHJ, Kevin Olivas, 1000 National Press Building, Washington DC 20045 kolivas@nahj.org , www.najhcareercenter.com 202-662-7168	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	NAJA, Debra Valentino, 395 W. Lindsey, Norman, OK 73019, dvalention@naja.com , www.naja.com , 405-325-1649	N	
14	AAJA, Career Center, 5 Third St. Suite 1108, San Francisco, CA 94103, national@aja.org , 415-346-2051	N	
15	Gray TV Career site www.gray.tv/careers#currentopenings	N	3
16	KTRE.com	N	
17	California Chicano News Media Assn, Nuran Alteir, 725 Arizona Ave, Suite 206, Santa Monica, CA 90401-1734, nuran.alteir@gmail.com , http://ccnma.org/resources/submit-job/424-229-9482	N	
18	Tyler Junior College, Kim Harden, PO Box 9020, Tyler, TX 75711, khar@tjc.edu , www.collegecentral.com , 903-510-2334	N	
19	LSU Manship School of Mass Communications, R Garay, 221 Journalism Bldg., Baton Rouge, LA 70803, rgaray@lsu.edu , www.masscomm@lsu.edu , 225-578-1899	n	
20	Ohio University College of Communications, Holly Jacobs, RTV Bldg. 484, Athens, OH 45701-2979, dashiell@ohio.edu , www.ohio.edu , 740-593-9994	N	
21	Art Institute of Dallas, Davis Elias, 8080 Park Lane #100, Dallas, TX 75231, delias@aia.edu , 800-275-4243	N	
22	American Broadcasting School, Michelle McConnell, 712 North Watson Road, Suite 200, Arlington, TX 76011, michelle@radioschool.com , www.radioschool.com , 817-695-2474	N	
23	Scripps College of Comm Ohio University, Tina Stewart, Athens Ohio, stewart1@ohio.edu , www.ohio.edu/scrippscollege , 740-593-9994	N	
24	KTRE Recruitment promo	N	
25	Employee Referral		
26	www.linkedin.com	N	1
27	www.indeed.com	N	
28	Personal Reference	N	1
29	NAACP	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Community Outreach promo	<p>KTRE airs the following spot to encourage community organizations to join the station's notification list.</p> <p>KTRE, 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 6/20/2019 the Office Manager Participated in a training webinar "The FCC's Equal Opportunity Rules" by Wiley Rein, LLP
3	Recruiting	On 2/22/2020 the News Director held a recruiting meeting and interviewed 15 students at University of North Texas.
4	Event Designed to Disseminate Information About Broadcast Careers	On 4/17/2019 the General Manager met with 25 students at University of North Texas to discuss career opportunities in local television.