

EEO PUBLIC FILE REPORT

KLTV

For period April 1, 2010 – March 31, 2011

Recruitment Sources Used For Full-Time Vacancies

The Master List of Recruitment Sources includes a list of recruitment sources, indicating names, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies.

Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis) [With Hiree's Recruitment Source In Brackets]

Reporter/Meteorologist (#1-15, 17-18, 20, 24-26, 30), [11]
News Web Producer (#1-15, 17-18, 20, 24-26, 30) [21]
Promotions Manager (#1-15, 17-18, 20, 24-26, 30) [31]
Morning Director (#1-12, 15, 17-18, 20, 24-26, 30) [23]
Technical Director (#1-15, 17-18, 20, 24-26, 30) [11]
Assistant Affiliate Controller (#1-15, 17-18, 20, 24-26, 30) [16]
New Media Account Exec (#1-15, 17-20, 24-26, 30) [10]
Marketing Manager (#1-15, 17-18, 20, 24-26) [21]
Marketing Producer (#1-15, 17-18, 20, 24-26) [21]
Commercial Producer (#1-15, 17-18, 20, 24-26, 30) [17]
Community Web Producer (#1-15, 17-18, 20, 24-26, 30) [21]
Master Control Operator (#1-15, 17-18, 20, 24-26, 30) [10]
Receptionist/Sales Asst (#1-15, 17-20, 24-26) [10]
Video Journalist (#1-15, 17-18, 20, 24-26, 30) [12]
Video Journalist (#1-15, 17-18, 20, 24-26, 30) [11]

Total Interviewees for all Full-Time Positions

45 persons

Number of Referrals From Sources Used

#10 (14 persons), #11 (8 persons), #21 (6 persons), #17 (2 persons), #20 (7 persons),
#23 (2 persons), #31 (1 person), #16 (2 persons), #33 (1 person), #32 (1 person), #12 (1 person)

MASTER LIST OF RECRUITMENT SOURCES

(Sources with an asterisk (*) denote organizations that requested notification of relevant full-time job vacancies.)

LOCAL COMMUNITY SOURCES (including name of contact person, address and phone number)

- 1.* Texas Workforce Commission, 2027 N. Jackson, Tyler, TX 75701 (903) 561-8131
- 2.* UT Tyler Career Services, 3900 University Blvd. Tyler, TX 75799 (903) 565-5581
- 3.* Tyler Junior College, P. O. Box 9020, Tyler, TX 75711 (903) 510-2200
- 4.* LeTourneau University P. O. Box 7001 Longview, TX 75607-7001 (903) 233-4467
- 5.* NAACP 2000 West Gentry, Tyler, TX 75710 (903) 531-0071
- 6.* Texas College 2404 N. Grand, Tyler, TX 75701 (903) 593-8311
- 7.* UTSA Career Services, 6900 N Loop 1604 W, San Antonio, TX 78249 (210) 458-4011
- 8.* UTEP, 500 W. University Ave, El Paso, TX 79968 (915) 747-7407
- 9.* NAACP, P. O. Box 8862, Longview, TX 75602 Attn: Rev. C.D. Deckard

ADVERTISING SOURCES (Trades, Newspapers, Associations or Websites)

10. kltv.com
11. TV Jobs P. O. Box 4116, Oceanside, CA 92052 (760) 754-2115
12. Medialine@medialine.com 1 800 238-8073
13. careerwomen.com
14. diversitysearch.com
15. naja.com

OTHER SOURCES

16. Express Personnel Service, 1741 Troup Highway, Tyler, TX, 75701 (903) 592-9999
17. Texas Association of Broadcasters, 502 E 11th St, Suite 200, Austin, TX 78701, (512) 322-9944
18. NAHJ, 1000 National Press Building, Washington, DC 20045, (202) 662-7483 jobbank@nahj.org
19. TVB, 3 East 54th Street, New York, NY 10022 (212) 486-1111 info@tvb.org
20. All Raycom owned TV Stations
21. Employee Referral

22. Tyler Morning Telegraph

23. Walk In Applicant

24. KLTV Internal bulletin board posting

25. AAJA jobs.aaia.org/employer/signin/emp.php

26. University of North Texas PO Box 310589 Denton TX 76203-0589 Fax (940) 369-7838

27. Renard Group(local advertising agency)1828 ESE Loop 323 Tyler TX 75703 (903)595-6376

28. Encore Multimedia(local advertising agency) PO Box 3812 Longview TX 75606 (903)757-6111

29. Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 (214) 640-3139

30. Texas Southern University 3100 Cleburne St Houston TX 77004 (713)313-7011

31. 602 Communications (919)217-4438

32. Longview News Journal 320 E. Methvin Longview TX 75601 (903)757-3311

33. ihireAccounting (877) 798-4854

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): 04/01/2010 - 03/31/2011

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.com
NAHJ
Careerwomen.com
Diversitysearch.com

Names of Station Personnel involved in Initiative:

Lynda Tomlin, HR Coordinator

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): August 25, 2010

Describe Nature of Initiative:

Hosting at least one job fair

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

Sponsored by KLTV – Held at Maude Cobb Convention Center – 1:00 pm – 4:00 pm

Participating community employers: Convergys, City of Longview, Longview Professional Staffing, US Steel, LeTourneau Technologies, Rob Roy Industries, Suddenlink, Lively, MTC Correctinal, Imagine University, DFE Tech, Starbucks, Snelling Staffing, KLTV

Names of Station Personnel involved in Initiative:

Barbara Smith, Rodney Allison, Matt Jones, Doug Fouse, Linda Whitehead, Stephen Bryan

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): September 1, 2010

Describe Nature of Initiative:

Hosting at least one job fair

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

Sponsored by KLTV – Tyler Rose Garden, September 1, 2011 1:00 pm - 4:00 pm

Participating community employers: Convergys, Tyler Professional Staffing, US Steel, LeTourneau Technologies, Trinity Mother Frances, Suddenlink, Arbonne, MTC Correctional, DFE Tech, Target Distribution, UPS, Starbucks, Snelling Staffing, KLTV

Names of Station Personnel involved in Initiative:

Rodney Allison, Misty Wages, Stephen Bryan, Janie Manriquez, Leah Fugham, Rodman Sylestine

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): July, 2010; October, 2010; February, 2011

Describe Nature of Initiative:

Participate in four 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):

July, 2010 - Sponsored by Stephen F Austin – State University – Nacogdoches, TX

Spoke to summer school Marketing class about the responsibility of media in our society and gave Power Point presentation on how to gain employment in local television

October, 2010 - Sponsored by University of North Texas, Denton, TX

Spoke to class of students studying Television News Production about changing demands of local TV News presentation and the emergence of Internet & Mobile as news sources. Also gave Power Point presentation on how to gain employment in local Television news.

February, 2011 - Sponsored by University of Texas at Tyler, Tyler, TX

Spoke to class of seniors in Communications School on the topic of Newspapers vs. Television News. Also gave Power Point presentation on how to gain employment in local Television News.

Names of Station Personnel involved in Initiative:

Kenny Boles – News Director

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): December 7 and 8th, 2010

Describe Nature of Initiative:

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

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

Each department manager and supervisor attended a webinar, "Workplace Discrimination and Harassment" - Sessions were provided on Tuesday, December 7th, 3:00 pm and Wednesday, December 8th- 10:30 am and 3:30 pm.

Names of Station Personnel involved in Initiative:

Patrick Stacey, Misty Wages, Tracy Wright, Joe Terrell, Kevin Rizer, April Littlefield, Barbara Smith, Kim Riley, Stephen Bryan, Butch Adair, Steve McGee, Glenda London, Lynda Tomlin

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

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