

# ANNUAL EEO PUBLIC FILE REPORT

**KETK-TV**

**April 1, 2016 through March 31, 2017**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KETK-TV

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017. The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KETK-TV

Section 1: Vacancy Information

	<b>Full-Time Positions Filled by Job Title</b>	<b>Date Filled</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Applicants Interviewed</b>	<b>Recruitment Sources Utilized</b>
1	Associate Producer	4/5/16	I	4	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O
2	Master Control Operator	5/16/16	N	5	E,G,I,J,K,M,N
3	News Reporter	5/19/16	G	4	E,G,I,J,K,M,N
4	Master Control Operator	5/30/16	N	5	E,G,I,J,K,M,N
5	Sales Account Executive	6/6/16	O	4	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O
6	Integrated Digital Specialist	8/29/16	N	2	E,G,I,J,K,M,N
7	Weekend Meteorologist	8/29/16	D	4	A,B,C,D,E,F,G,H,I,J,K,L,M,N,O
8	Sales Account Executive	9/12/16	G	3	E,G,I,J,K,M,N
9	Sales Account Executive	10/6/16	N	2	E,G,I,J,K,M,N
10	Master Control Operator	10/26/16	N	4	E,G,I,J,K,M,N
11	News Reporter	11/7/16	C	2	C,E,G,I,J,K,M,N
12	IT Network Engineer	11/16/16	A	4	A,E,G,I,J,K,M,N
13	Master Control Operator	1/23/17	N	7	E,G,I,J,K,M,N
14	Sales Account Executive	2/14/17	N	2	E,G,I,J,K,M,N
15	Sales Account Executive	3/20/17	N	3	E,G,I,J,K,M,N

Total Number of Persons Interviewed During Applicable Period: 55

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KETK-TV

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviews This Source Has Provided During This Period (If Any)</b>
A	Tyler Junior College	Kim Harden	PO Box 9020 Tyler, TX 75711	903-510-2334	N	3
B	UT Tyler/Patriotjobs.com	Tonna Brooks	3900 University Blvd Tyler, TX 757999	903-566-7271	N	1
C	Stephen F Austin University	Career Services	PO Box 13032 Nacogdoches, TX 75962-3032	936-468-3955	N	1
D	Tvjobs.com	Mark Holloway	PO Box 4116 Oceanside, CA 92052	760-754-8177	N	2
E	TAB job bank	Not Applicable	<a href="http://www.tab.org">www.tab.org</a>	512-322-9944	N	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviews This Source Has Provided During This Period (If Any)</b>
F	East Texas Workforce	Larry Hamilton	4100 Troup Hwy Tyler, TX 75701	903-561-8131	N	0
G	Nexstar.tv	Not Applicable	<a href="http://www.nexstar.tv/careers/">http://www.nexstar.tv/careers/</a>	Not Applicable	N	10
H	KETK-TV/FOX 51/ The Z	<a href="http://www.easttexasmatters.com/work-for-us">http://www.easttexasmatters.com/work-for-us</a>	4300 Richmond Road Tyler, Texas 75703	(903) 581-5656	N	1
I	New-hire.com	Not Applicable	Not Applicable	Not Applicable	N	4
J	LinkedIn	Not Applicable	Not Applicable	Not Applicable	N	1
K	Careerbuilder.com	Not Applicable	Not Applicable	Not Applicable	N	1
L	Mediacrecruiter.com	Not Applicable	Not Applicable	Not Applicable	N	1

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviews This Source Has Provided During This Period (If Any)</b>
M	Indeed	Not Applicable	Not Applicable	Not Applicable	N	1
N	Employee Referral	Not Applicable	Not Applicable	Not Applicable	N	23
O	Friend/word of mouth	Not Applicable	Not Applicable	Not Applicable	N	6

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KETK-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KETK-TV

	<b>Recruitment Initiative</b>	<b>Description</b>								
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	<p>The station’s Business Manager participated in the following career fairs during this reporting period:</p> <table data-bbox="730 727 1289 883"> <tr> <td>University of Texas at Tyler</td> <td>4/22/16</td> </tr> <tr> <td>LeTourneau University</td> <td>10/6/16</td> </tr> <tr> <td>Stephen F Austin</td> <td>3/1/17</td> </tr> <tr> <td>Tyler Junior College</td> <td>3/8/17</td> </tr> </table>	University of Texas at Tyler	4/22/16	LeTourneau University	10/6/16	Stephen F Austin	3/1/17	Tyler Junior College	3/8/17
University of Texas at Tyler	4/22/16									
LeTourneau University	10/6/16									
Stephen F Austin	3/1/17									
Tyler Junior College	3/8/17									
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station has an established internship program which provides local students with opportunities to gain knowledge about the broadcasting industry and obtain real life work experience at a commercial television station in preparation for employment after graduation. During the summer semester of 2016 the station hosted interns from the University of Louisiana Monroe and Sam Houston State University.								
3	Participation in community sponsored event promoting interest in broadcast employment	On January 6, 2017, the station’s main anchor spoke to a group of Henderson High School journalism students.								