

ANNUAL EEO PUBLIC FILE REPORT

KMID-TV

April 1, 2015 through March 31, 2016

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):

KMID

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016 (the “Applicable Period”). 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, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: KMID

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	MMJ	6/22/15	D	6	D, N, W, I, R, M
2	MMJ	10/7/15	D	4	D, W, N, R, I, M
3	Web Producer	5/25/15	N	7	N, R, W, D, A, I, M, V
4	Producer	4/27/15	N	6	A, H, M, N, W, I, V
5	Producer	9/21/15	D	2	D, W, I, M, N, V
6	Anchor/Reporter	11/30/15	X	4	X, M, N, V, I, R
7	Integrated Digital Specialist	1/21/16	G	4	G, M, N, V, I, M
8	Account Executive	8/17/15	D	6	D, A, M, N, Y, J, I
9	Sales Assistant	8/17/15	N	7	N, A, Y, D, E, I, M
10	Sales Assistant	2/ 2/16	G	7	G, M, N, Y, I
11	Production Assistant	8/18/15	D	5	D, Z, U, M, N, I
12	Production Assistant	7/14/15	AA	5	AA, L, M, N, J, D, I
13	Production Assistant	7/20/15	J	4	J, AA, L, M, N, I, G, U
14	Production Assistant	7/2/15	D	6	D, U, M, N, I, Z
15	Production Assistant	7/1/15	U	6	U, D, M, N, I, L
16	Sports Reporter	2/19/16	P	9	D, P, M, N, R, G, I
17	MMJ/Anchor	2/15/16	D	10	D, M, N, R, I, G
18	Morning Weather Anchor	6/9/15	R	8	R, M, N, D, W, I
19	Integrated Digital Specialist	3/18/16	G	3	G, D, M, I, Y

Total Number of Persons Interviewed During Applicable Period: 109

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: KMID

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Career Fair	Heather Trevino	3200 LaForce Blvd Midland, TX 79711	N/A	N	6
B	Careerbuilders.com	N/A	Website	N/A	N	0
C	Craigslist	N/A	Website	N/A	N	0
D	Employee Referral	N/A	NONE	NONE	N	19
E	Facebook	N/A	1550 W I-20 Odessa, TX 79763	N/A	N	2
F	Hotjobs.com	N/A	Website	N/A	N	0
G	Indeed	N/A	Website	N/A	N	15
H	Internal	N/A			N	1
I	KMID Breakroom	Cindy Reed	1550 W I-20 Odessa, TX 79763	N/A	N	0
J	KMID TV Recruitment Ad	N/A	1550 W I-20 Odessa, TX 79763	N/A	N	1
K	Midland College	Website	3600 N. Garfield Midland, TX 79705	432-685-5524	N	0

L	Midland Reporter Telegram	Retha Maxey	201 E. Illinois Midland, TX 79701	432-687-8827	N	0
M	Monster.com	N/A	Website	N/A	N	0
N	Nexstar Website	Rachel Anderson	545 E. John Carpenter Freeway # 700 Irving, TX 75062	972-373-8800	Y	37
O	Odessa College	Website	201 W. University Odessa, TX 79764	432-335-6433	N	
P	Promotion	N/A		N/A	N	1
Q	Texas Association of Broadcasters	N/A	Website	N/A	N	0
R	TV Jobs	N/A	Website	N/A	N	8
S	Twitter Job Watch	N/A	Website	N/A	N	0
T	UTPB	Website	4901 E University Odessa, TX 79762	432-552-2633	N	0
U	Walk-in	Cindy Reed	1550 W I-20 Odessa, TX 79763	N/A	N	7
V	Yourbasin.com	Katie Weldon	1550 W I-20 Odessa, TX 79763	432-563-2222	N	0
W	Email		1550 W I-20 Odessa, TX 79763	432-563-2222	N	6
X	Youtube	N/A	N/A	N/A	N	3
Y	Linkedin	N/A	N/A	N/A	N	0
Z	Phone In	N/A	N/A	N/A	N	2
AA	Odessa American	N/A	222 E. 4 th Odessa, TX 79761	432-337-4661	N	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: KMID

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

	Recruitment Initiative	Description
1	Hosting a job fair	On April 9, 2015 KMID in conjunction with our sister station KPEJ, held a Job Fair at the Midland County Horseshoe. There were 39 different companies and approximately 400 people attending the event.
2	The establishment of training and mentoring programs to allow station personnel to acquire skills that could qualify them for higher level positions	The station provides a mentoring program designed to ensure that employees have the resources that will enable them to further their career. All of our new employees participated in this program.
3	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On April 23, 2015, hiring managers participated in the career fair at Midland College with 24 booths and approximately 200 people attending.
4	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	All department heads participated in EEO training with our corporate office so that those that have not been through it could be up to date and know what is needed when hiring someone.