

ANNUAL EEO PUBLIC FILE REPORT

KTAB / KRBC

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):

KTAB / KRBC

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: KTAB / KRBC

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	MORNING ANCHOR	04/13/15	K	4	B - Q
2	WEB CONTENT EDITOR	04/14/15	B	4	B - Q
3	WEEKEND ANCHOR / MMJ	04/15/15	B	11	B – R, T
4	MMJ	05/15/15	C	4	B - R
5	MCO SUPERVISOR	05/18/15	K	4	B - Q
6	MMJ	05/26/15	R	3	B - R
7	ACCOUNT EXECUTIVE	05/26/15	R	3	A - R
8	ACCOUNT EXECUTIVE	06/01/15	R	4	A – R, T
9	ACCOUNT EXECUTIVE	06/15/15	A	3	A – R, T
10	ACCOUNT EXECUTIVE	06/15/15	T	3	A – R, T
11	LOCAL SALES MANAGER	08/10/15	R	4	B - R
12	MMJ	09/08/15	E	3	B - Q
13	TELEMUNDO SALES MANAGER	09/22/15	R	3	C, K, R
14	CREATIVE SERVICES EDITOR / VIDEOGRAPHER	10/05/15	B	3	B - Q
15	TELEMUNDO MMJ	10/12/15	L	4	B - R
16	ACCOUNT EXECUTIVE	10/19/15	R	3	A - R
17	ACCOUNT EXECUTIVE	10/26/16	R	3	A – R
18	MORNING METEOROLOGIST	12/03/15	T	6	B – Q, T
19	PRODUCER / MMJ	12/17/15	K	3	B - R

20	ACCOUNT EXECUTIVE	12/28/15	R	3	A – S
21	DIGITAL MEDIA MANAGER	12/28/15	T	3	B – Q, T
22	ACCOUNT EXECUTIVE	01/04/16	S	3	A - S
23	MMJ	01/04/16	K	8	B - R
24	SPORTS REPORTER / ANCHOR	01/07/16	T	7	B – R, T
25	PRODUCER / MMJ	01/11/16	K	3	B - R
26	ACCOUNT EXECUTIVE	01/11/16	R	3	A – S
27	INTEGRATED DIGITAL SPECIALIST	01/25/16	R	3	B - S
28	DIGITAL MEDIA MANAGER	03/30/16	R	1	B, C, K, R

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: KTAB / KRBC

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	KTAB / KRBC Station Ad	Traffic Clerk	4510 South 14 th Street Abilene, TX 79605	325.692-2238	N	4
B	KTAB/KRBC Internal Posting	Marian Zett	4510 South 14 th Street Abilene, TX 79605	325.691.2209	N	13
C	Bigcountryhomepage.com	EMedia Mgr	4510 South 14 th Street Abilene, TX 79605	325.692.4242	N	10
D	KLST / KSAN	Sherri Scott	2800 Armstrong Blvd San Angelo, TX 76903	325.949.8800	N	0
E	Abilene Christian University	Caleb Robinson	1600 Campus Court Abilene, TX 79699	325.674.2441	Y	1
F	Angelo State University	Adra Enos	2601 W Avenue N San Angelo, TX 76909	325.942.2255	Y	0
G	Cisco College	Sherry Burchell	101 College Heights, Cisco 717 E Industrial Blvd, Abilene	254.442.5000	Y	0
H	Hardin Simmons University	Wendy Smith	2200 Hickory Street Abilene, TX 79601	325.670.1251	Y	0

I	McMurry University	James Greer	1401 Sayles Blvd Abilene, TX 79605	325.793.3800	Y	0
J	Media Line	Rich	Box 51909 Pacific Grove, CA 93950	800.237.8073	Y	0
K	Nexstar.tv	VIA: Exponent HR	545 E John Carpenter Freeway, Suite 700 Irving, TX 75062	972.373.8800	Y	23
L	TAB	Mary Strickland	502 E 11St Suite 200 Austin, TX 78701	512.322.9944	Y	2
M	Texas Tech University	Amanda Perez	2500 Broadway Lubbock, TX 79409	806.742.2210	Y	0
N	TSTC West Texas	Julia Humphrey	650 E Hwy 80 Abilene, TX 79601	325.672.7091	Y	0
O	TVJobs.com	Mark C Holloway	PO Box 4116 Oceanside, CA 92052	760.754.8177	Y	11
P	University of North Texas	Career Center	1155 Union Circle 311010 Denton TX 76203	940.565.2105	Y	0
Q	Workforce Solutions	Jorge Hernandez	400 Oak Street Abilene, TX 79602	325.795.4200	Y	1
R	Employee Referral	NONE	NONE	NONE	N	31
S	Job Fair	NONE	NONE	NONE	N	5
T	Word of Mouth	NONE	NONE	NONE	N	8

Appendix 3 to Annual EEO Public File Report

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

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by (KTAB / KRBC)

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Station personnel participated in the Virtual Career Fair from April 15-22, 2015. This event is hosted by Workforce Solutions of West Central Texas.
2	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Station personnel participated in the Hardin-Simmons University's Part Time Job Fair on August 27, 2015.
3	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Station personnel participated in the McMurry University's Part-time and Internship Job Fair on September 10, 2015.
4	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Station personnel participated in the Veterans Job Fair on November 12, 2015. This event is hosted by Workforce Solutions of West Central Texas.
5	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Station personnel participated in the Dyess AFB Employment Fair on March 4, 2016. This event is hosted by the Dyess Airman and Family Readiness Center.
6	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Station personnel participated in the Hot Dog I Got A Job Youth Fair on March 30, 2016. This event is hosted by Workforce Solutions of West Central Texas.