

**ANNUAL EEO PUBLIC FILE REPORT**  
**KTAB-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):

**KTAB-TV**

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (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 (“SEU”) 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: KTAB-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	ACCOUNT EXECUTIVE	04/19/16	C	3	A-R
2	SALES ASSISTANT	04/20/16	T	3	B-T
3	ACCOUNT EXECUTIVE	04/21/16	L	3	A-R
4	MORNING METEOROLOGIST	05/16/16	T	6	B-R, T
5	ASSOCIATE PRODUCER	05/31/16	Q	4	B-R
6	WEEKEND METEOROLOGIST	05/31/16	P	3	B-R
7	MULTIMEDIA JOURNALIST	06/01/16	T	4	B-R, T
8	ACCOUNT EXECUTIVE	06/13/16	L	3	A-R
9	BILINGUAL ANCHOR/MMJ	06/20/16	Z	3	B-R, Z
10	WEEKEND SPORTS ANCHOR	07/22/16	B	6	B-R, Z
11	MMJ-BROWNWOOD	08/03/16	L	3	B-R, T
12	ACCOUNT EXECUTIVE	08/04/16	L	4	A-R, W
13	ACCOUNT EXECUTIVE	08/08/16	L	4	A-R, W
14	MASTER CONTROL OPERATOR	08/09/16	L	3	A-R, U
15	NEWS PHOTOGRAPHER	08/17/16	B	4	B-R, T
16	MASTER CONTROL OPERATOR	08/26/16	A	4	A-R, U
17	MULTIMEDIA JOURNALIST	08/29/16	L	3	B-R, T
18	MORNING NEWS ANCHOR	09/12/16	B	6	B-R
19	ACCOUNT EXECUTIVE	09/19/16	A	5	A-R, T
20	ACCOUNT EXECUTIVE	09/19/16	T	5	A-R, T

	<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>
21	ACCOUNT EXECUTIVE	09/19/16	T	5	A-R, T
22	ACCOUNT EXECUTIVE	09/26/16	Z	3	A-R, T, Z
23	ASSOCIATE PRODUCER	11/28/16	T	4	B-R, T, X
24	EVENING NEWS ANCHOR	11/30/16	T	9	B-R, T, V
25	BILINGUAL WEATHER ANCHOR	12/07/16	T	6	B-R, T, V, Z
26	WEEKEND ANCHOR /MMJ	12/11/16	B	3	B-R, T, V
27	MULTIMEDIA JOURNALIST	01/09/17	Z	4	B-R, T, V, Z
28	BILINGUAL WEATHER ANCHOR/MMJ	01/16/17	Z	3	B-R, V, Z
29	ASSOCIATE PRODUCER	01/19/17	L	3	B-R, Z
30	ACCOUNT EXECUTIVE	02/06/17	T	2	B-R, T, U
31	NEWS DIRECTOR	02/09/17	T	5	B-R, T
32	WEEKEND METEOROLOGIST/MMJ	02/21/17	Y	3	B-R, T, X, Y
33	ASSOCIATE PRODUCER	03/05/17	B	3	B-R, V, X

Total Number of Persons Interviewed During Applicable Period: 132

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: KTAB-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 Interviewees This Source Has Provided During This Period (If Any)</b>
A	KTAB / KRBC Station Ad	Traffic Clerk	4510 South 14 <sup>th</sup> Street Abilene, TX 79605	325.692-2238	N	11
B	KTAB/KRBC Internal Posting	Marian Zett	4510 South 14 <sup>th</sup> Street Abilene, TX 79605	325.691.2209	N	13
C	Bigcountryhomepage.com	EMedia Mgr	4510 South 14 <sup>th</sup> Street Abilene, TX 79605	325.692.4242	N	5
D	KLST / KSAN	Sherri Scott	2800 Armstrong Blvd San Angelo, TX 76903	325.949.8800	N	0
E	Abilene Christian University	Zane Goggans	1600 Campus Court Abilene, TX 79699	325.674.2441	Y	0
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	DYESS Air Force Base	Alicia McLelland & Jennifer Cuellar	382 Avenue D, Bldg. 7215 Dyess AFB, TX 79607	325-696-5999	Y	0
I	Hardin Simmons University	Wendy Smith	2200 Hickory Street Abilene, TX 79601	325.670.1251	Y	0
J	McMurry University	James Greer	1401 Sayles Blvd Abilene, TX 79605	325.793.3800	Y	0
K	Media Line	Rich	Box 51909 Pacific Grove, CA 93950	800.237.8073	Y	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
L	Nexstar.tv	VIA: Exponent HR	545 E John Carpenter Freeway, Suite 700 Irving, TX 75062	972.373.8800	Y	30
M	TAB	Anna Romero	502 E 11St, Suite 200 Austin, TX 78701	512.322.9944	Y	2
N	Texas Tech University	Amanda Perez	2500 Broadway Lubbock, TX 79409	806.742.2210	Y	0
O	TSTC West Texas	Julia Humphrey	650 E Hwy 80 Abilene, TX 79601	325.672.7091	Y	0
P	TVJobs.com	Mark C Holloway	PO Box 4116 Oceanside, CA 92052	760.754.8177	Y	8
Q	University of North Texas	Career Center	1155 Union Circle 311010 Denton TX 76203	940.565.2105	Y	2
R	Workforce Solutions	Brooks Colson & Monica Mayes	500 Chestnut, Suite 1100 Abilene, TX 79602	325.795.4260	Y	2
S	Career Builder	NONE	NONE	NONE	N	1
T	Employee Referral	NONE	NONE	NONE	N	32
U	FaceBook	NONE	NONE	NONE	N	3
V	Indeed.com	NONE	NONE	NONE	N	6
W	Linkedin	NONE	NONE	NONE	N	2
X	Monster.com	NONE	NONE	NONE	N	3
Y	Simply Hired	NONE	NONE	NONE	N	1
Z	Word of Mouth	NONE	NONE	NONE	N	11

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: KTAB-TV

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

	<b>Recruitment Initiative</b>	<b>Description</b>
1	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 Spring semester of 2016, the station hosted interns from Abilene Christian University.
2	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	The station’s Production Manager participated in the Hardin-Simmons University’s Part Time & Internship Job Fair on August 30, 2016,
3	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	The stations’ Operations Manager participated in the McMurry University’s Part Time Job Fair on September 8, 2016.
4	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	The station’s Promotions/Creative Services Director participated in the Dyess AFB Employment Fair on September 9, 2016. This event is hosted by Dyess Airman and Family Readiness Center.
5	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	The station’s Production Manager and News Director participated in the Veterans Job Fair on November 10, 2016. This event is hosted by Workforce Solutions of West Central Texas.
6	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	The station’s News Director participated in the Hardin-Simmons University’s Full Time Career and Internship Job Fair on March 29, 2017,
7	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	The station’s Production Manager participated in the McMurry University’s Career Fair on March 30, 2017,