

# ANNUAL EEO PUBLIC FILE REPORT

KLST

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):

KLST

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: KLST

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	Account Executive	4/06/2015	M	2	A, B, C, D, E, F, G, H, J, K, L, M, N, O, P
2	Account Executive	4/07/2015	K	2	A, B, C, D, E, F, G, H, J, K, L, M, N, O, P
3	AM Camera/Audio Studio Supervisor	4/20/2015	A	3	A, B, C, D, E, F, G, H, J, K, L, M, N, O
4	Weekend Anchor/Reporter	04/20/2015	B	4	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
5	Morning Meteorologist/Co-Anchor	05/18/2015	D	4	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
6	Photographer, News	09/14/2015	M	4	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
7	Morning Meteorologist	10/05/2015	B	2	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
8	Weekday Evening Sports Anchor/Producer	08/19/2015	M	3	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
9	Account Executive	09/01/2015	B	1	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
10	Digital Marketing Services Account Executive	01/18/2016	M	1	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
11	Weekend Anchor/Reporter	02/29/2016	M	6	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
12	Reporter/Meteorologist	03/14/2016	D	3	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O
13	Reporter/Meteorologist	03/21/2016	Q	3	A, B, C, D, E, F, G, H, I, J, K, L, M, N, O

Total Number of Persons Interviewed During Applicable Period: 38

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: KLST

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	Conchovalleyhomepage.com	Joshua Lewis	2800 Armstrong San Angelo, TX 76903	325.949.8800	Y	2
B	Nexstar.tv	None	5215 N. O'Connor Blvd. Irving, TX 75039	972.373.8800	Y	14
C	Abilene Christian University	None	ACU Box 27820 Abilene, TX 79602	325.674.2441	N	
D	TV Jobs.com	None	PO Box 4116 Oceanside, CA 92052	800.374.0119	N	11
E	Angelo State University	None	2601 W. Ave N Room 107, University Center San Angelo, TX 76904	325.942.2255	N	
F	Hardin-Simmons University	None	2200 Hickory Street Abilene TX 79601	325.670.1251	N	
G	Howard College	Lanna Hubbard	3501 N. US Highway	325.481.8300	N	

			67 San Angelo, TX 76905			
H	Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800.237.8073	N	
I	KAMC/KLBK	Crystal Reagan	7403 S. University Lubbock, TX 79423	806-776- 3828	Y	
J	Walk-In	None	None	None	N	
K	Workforce Solutions of the Concho Valley (Texas Workforce Center)	None	202 Henry O. Flipper San Angelo, TX 76903	325.653.2321	N	1
L	KTAB/KRBC	Marian Zett	4510 S. 14 <sup>th</sup> Abilene TX 79602	325.691.2209	Y	
M	Employee Referral	None	None	None	N	7
N	University of N. Texas	Alan Albarran	P.O. Box 310589 Denton, TX 76203	940.369.7838	N	
O	Internal Posting	None	None	None	N	
P	KLST Station Advertising	James Broome	2800 Armstrong San Angelo, TX 76903	325.949.8800	N	
Q	Job Board				N	1
R	Monster.com				N	2

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: KLST

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

	Recruitment Initiative	Description
1	Co-sponsoring at least one job fair with an organization in the business or professional community	This station co-sponsored the San Angelo Community Job Fair on March 29 <sup>th</sup> 2016.
2	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Two members of Station Management participated in mock interviews with Communication students at Angelo State University on November 12, 2015. The purpose of the exercise was to give students in their senior year an opportunity to practice their interviewing skills with a professional in their chosen industry/career.