

ANNUAL EEO PUBLIC FILE REPORT

KLST

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):

KLST

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: 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 | 09/28/2016 | M | 1 | A, B, C, D, E, F, G, H, J, K, L, M, N, O, P |
| 2 | News Anchor | 05/10/2016 | B | 3 | A, B, C, D, E, F, G, H, J, K, L, M, N, O, |
| 3 | News Anchor | 03/06/2017 | B | 2 | A, B, C, D, E, F, G, H, J, K, L, M, N, O |
| 4 | Reporter | 03/27/2017 | M | 3 | A, B, C, D, E, F, G, H, I, J, K, L, M, N, O |

Total Number of Persons Interviewed During Applicable Period: 9

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: 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 | |
| B | Nexstar.tv | None | 5215 N. O'Connor Blvd. Irving, TX 75039 | 972.373.8800 | Y | 4 |
| 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 | 2 |
| 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 | |
| L | KTAB/KRBC | Marian Zett | 4510 S. 14 th Abilene TX 79602 | 325.691.2209 | Y | |
| M | Employee Referral | None | None | None | N | 3 |
| 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 | |
| R | Monster.com | | | | N | |

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: KLST

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

| | Recruitment Initiative | Description |
|---|---|---|
| 1 | Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. | KLST sponsored two interns from Angelo State University's Communications Department during the 2016 fall semester. News Interns: The goal was to expose the students to a real working news environment. Students are taught the skills, techniques, responsibilities and work ethics necessary to succeed in the broadcasting business. |