

# ANNUAL EEO PUBLIC FILE REPORT

**KWKT/KYLE**

**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):

KWKT/KYLE

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 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: KWKT/KYLE

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	LOCAL SALES MANAGER BRYAN/CS	06-20-2016	OTHER REFERRAL	3	A - NN
2	NEWS PRODUCER	06-27-2016	OTHER REFERRAL	2	A - NN
3	SALES ACCOUNT EXECUTIVE	09-06-2016	EMPLOYEE REFERAL	5	A - NN
4	SALES ACCOUNT EXECUTIVE	09-06-2016	NEXSTAR.TV	5	A - NN
5	SALES ACCOUNT EXECUTIVE	10-31-2016	JOB FAIR	4	A - NN
6	NEWS PRODUCER	01-09-2017	OTHER REFERRAL	4	A - NN
7	OPERATIONS MANAGER	03-13-2017	TVJOBS.COM	4	A - NN
8	CREATIVE SERVICES ASSISTANT	03-20-2017	OTHER REFERRAL	3	A - NN
9	NEWS DIRECTOR	03-13-2017	TVJOBS.COM	5	A - NN

Total Number of Persons Interviewed During Applicable Period: 35

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: KWKT/KYLE

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>City State</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
A	ACS Employment Readiness Program		Bldg 284 Battalion Ave & 37 <sup>th</sup> St	Fort Hood, TX 76544	N	0
B	American Broadcasting School		Career Services/Job Placement, 4511 SE 29 <sup>th</sup> Street	Oklahoma City, OK 73115-3315	N	0
C	American Business Women's Assn	Cynthia A Bell	Central TX Chapters, 11050 Roe Ave, Ste 200	Overland Park, KS 66211	N	0
D	Army Career & Alumni Program	Deidra Brown Linda Stanley	Bldg 18010 Wing B 3 <sup>rd</sup> Flr, Battalion Ave	Fort Hood, TX 76544	Y	0
E	Association of Women in Communications		PO Box 50104	Austin, TX 78763	Y	0
F	Austin Area Urban League	L Troy McHenry	8011-a Cameron Rd Ste 100	Austin, TX 78754	Y	0
G	Baylor University Dpt of Career and Professional Development	Kevin Nall	1 Bear Place #97036	Waco, TX 767989800	N	0
H	Baylor University Dpt of Journalism	Maxey Parrish	PO Box 97353	Waco, TX 767987353	N	0
I	Blinn College	Sylvia McMullen	Career Services, Po Box 6030	Bryan, TX 77805	N	0

	Recruitment Source	Contact	Address	City State	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
J	Brazos Valley Workforce Solutions	Leonard Rivera	3991 E 29 <sup>th</sup> St, PO Drawer 4128	Bryan, TX 77805	Y	0
K	Careerbuilder.com Glassdoor.com Ihirebroadcasting.com Indeed.com Jobinventory.com Monster.com Oodle.com Recruit.net Simplyhired.com Trovit.com Twitter-Job Watch Us.jooble.org		On Line Job Site Boards  pushed  On Line Job Site Boards (cont.)	1-877-FILL-A-JOB  HireCentric.com Links Job Broad sites HireCentric.com HireCentric.com Links Job Board sites HireCentric.com Hire Centric.com HireCentric.com HireCentric.com HireCentric.com	N	4
L	Central TX Hispanic Chamber of Commerce	Cecilia Pena	915 LaSalle Ave	Waco, TX 76701	Y	0
M	Collective Talent	Michael Bille	CareerServices, 1721 Richardson Place	Tampa, FL 33606	N	0
N	Colorado State University	Andrea Karapas	Career Services, Diane Kull Career Cnt, 105 Ammons Hall	Fort Collins, CO 80523-8008	Y	0
O	Division for the Blind Services		801 Austin Ave, Ste 710	Waco, Tx 76710	N	0
P	Experience Works, Inc		Career Services, 900 Austin Ave, Ste 303/304	Waco, TX 76701	N	0
Q	Hispanic Assn of Colleges and Universities		Career Services, 8415 Datapoint Dr. Ste 400	San Antonio, TX 78229	Y	0

	Recruitment Source	Contact	Address	City State	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
R	KETK TV KMSS TV KPEJ TV KTSM TV KVEO TV KWKT TV/MyCentx.com/ Facebook	Dave Tillery Paula Hayward Kyle King Gary Sotir Bill Jorn Chris Pruitt	4300 Richmond Road 3519 Jewella Ave 1550 W I-20 801 N Oregon 394 North Expwy 8803 Woodway	Tyler, TX 75703 Shreveport, LA 71109 Odessa, TX 79763 El Paso, TX 79902 Brownsville, TX 78521 Waco, TX	N	0
S	Lulac		1133 19 <sup>th</sup> St, NW Ste 1000	Washington, DC 20036	N	0
T	McLennan Community College	Tina Lyles/Jessica Robinson	Career Services, 1300 College Dr	Waco, TX 76708	N	0
U	Medialine.com	Rich Everitt	1209 Wood Valley Road	Augusta, GA 30909	Y	0
V	NAACP		310 MLK St	Bryan, TX 77801	N	0
W	NAB Career Center	Nate Mann <a href="http://www.broadcastcareerlink.com/">http://www.bro ad castcareerlink.co m/</a>	1771 N St, NW	Washington, DC 20036-	N	0
X	National Assn of Hispanic Journalists		1050 Connecticut Ave NW, Flr 10	Washington, DC 20036-5334	N	0
Y	National Lesbian & Gay Journalist Assn		2120 L St NW, Ste 850	Washington, DC 20037	Y	0
Z	Nexstar.tv	Terri Bush	545 E John Carpenter Fwy, Ste 700	Irving, TX 75062	Y	8

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>City State</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
AA	Southwestern University	Daniel Orozco	Career Services, PO Box 770	Georgetown, TX 78627-0770	N	0
BB	TAMU-Central TX College	Monica D Alexander	Career Services, 1001 Leadership Pl	Killeen, TX 76549	Y	0
CC	Texas A&M Career Cntr	Katharyn Stober	Assist Director of Interviewing Svcs, 209 Koldus Bldg, 1233 TAMU	College Station, TX 77843	N	0
DD	Texas Assn of Broadcasters (TAB) Job Bank	Teresa McAnally/Craig Bean	502 E 11 <sup>th</sup> St, Ste 200	Austin, TX 78701	N	0
EE	Texas State Technical College	R Newman/R Gordan/A Taylor/E Padilla	Career Services, 3801 Campus Drive	Waco, TX 76705	N	0
FF	Texas Veterans Commission	Richard Chouinard /Mark Ashley	Employment Services, 1416 S New Road	Waco, TX 76711	Y	0
GG	Texas Workforce Commission	Andrea Valero	1416 S New Road	Waco, TX 76711	Y	2
HH	TV Jobs.com		Broadcast Employment Services, PO Box 4116	Oceanside, CA 92025	Y	4
II	University of Mary Hardin Baylor	Don Owens	Placement Coordinator, UMHB Station Box 8415	Belton, TX 76513	N	0
JJ	University of North Texas		Placement Coordinator, Dpt of Radio/Television/Film, PO Box 310589	Denton, TX 76203-0589	N	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>City State</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
KK	University of Texas		College of Communication, Placement Coordinator , 1 University Station A0900	Austin, TX 78712	Y	0
LL	WEVV TV WGMB TV WNTZ TV	Tim Black Jim Baronet Sharon Rachal	44 Main Street 10000Perkins Rd 4615 Parliament Dr, Ste 201	Evansville, IN 47708 Baton Rouge, LA 70810 Alexandria, LA 71303	N N N	0
MM	Internal Applicant		Promoted from within		N	2
NN	Other/Referral		Word of mouth referral -Job Fair	Friends/Family/Local Career Fairs	N	15

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: KWKT/KYLE

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KWKT/KYLE

	<b>Recruitment Initiative</b>	<b>Description</b>
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Attended McLennan University Center Career Fair 2016, Conference Center at MCC, Waco, TX, on April 6, 2016 and distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internships inside the station. Resumes and applications were accepted.
2	Participation in activities designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	Attended Bryan/College Station Chamber of Commerce Watercooler 5K, Wolf Pen Creek Bryan, TX, on April 7, 2016 and distributed materials which provided information about the broadcast industry and careers in this industry, as well as our station information, including the link to job vacancy notices on Nexstar.tv and what the station provides to the community. Resumes and applications were accepted.
3	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Attended Greater Waco Chamber, Work in Waco Job Fair, Hilton, Waco, TX, on April 14, 2016 and distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internship opportunities at the station. We accepted resumes and applications.
4	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Attended Killeen Daily Herald Job Fair, Killeen Civic & Conference Center, Killeen, TX, on April 30, 2016 and distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internship opportunities at the station. We accepted resumes and applications.



	<b>Recruitment Initiative</b>	<b>Description</b>
5	Participation in activities designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	Attended Celebrating 20 Years of Caring, Family Care Home Health Community Fair, Harker Heights, TX, on May 21, 2016 and distributed materials which provided information about the broadcast industry and careers in this industry, as well as our station information, including the link to job vacancy notices on Nexstar.tv and what the station provides to the community. Resumes and applications were accepted.
6	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Attended Killeen Daily Herald Job Fair, Killeen Civic & Conference Center, Killeen, TX, on September 28, 2016 and distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internship opportunities at the station. We accepted resumes and applications.
7	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Attended Marketing and Professional Selling Career Fair, Baylor University HSB Center for Professional Selling Foster Rm 250, Waco, TX, on January 13, 2017 and distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internship opportunities at the station. We accepted resumes and applications.
8	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Attended McLennan 2017 Career Fair, Conference Center at MCC, 4601 n 19 <sup>th</sup> Street, Waco, TX, on March 28, 2017 and distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internship opportunities at the station. We accepted resumes and applications.