

ANNUAL EEO PUBLIC FILE REPORT

KMID

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):

KMID

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: KMID

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	News Director	5/2/16	P	7	P, Q, N, U, M, A, K, E, H, I
2	News Anchor	10/7/16	P	3	P, C, A, E, H, I, K, M, N, Q, R
3	News Producer	1/6/17	N	2	N, M, A, E, H, I, K, Q
4	Meteorologist	10/21/16	P	2	P, M, A, P, I, E, F, H, K, N, Q
5	MMJ Reporter	8/16/16	Q	4	N, Q, F, M, A, E, H, I, K, Q
6	News Producer	7/25/16	N	6	N, M, A, L, O, S, Q, F, I, E, H, K
7	Creative Services	6/6/16	F	7	F, N, M, I, L, S, O, E, H, K, Q
8	Production Assistant	4/12/16	B	3	N, Q, B, I, A, M, E, H
9	Engineer Assistant	4/11/16	B	4	B, A, E, H, I, M, N, Q
10	Account Executive	4/25/16	C	3	N, C, M, F, C, J, I, A, E, Q
11	Sports Anchor	6/13/16	N	5	N, Q, P, H, O, R, F, I, M, A, E
12	Sales Assistant	6/13/16	F	8	F, N, M, A, G, H, E, I, U
13	MMJ Reporter	3/17/17	N	3	A, E, H, I, K, M, N, Q, C

Total Number of Persons Interviewed During Applicable Period: 57

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: KMID

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	Career Builder	N/A	Website	N/A	N	1
B	Career Fair	Heather Trevino	1550 W. I-20 Odessa, Tx	432-563-2222	N	7
C	Employee Referral	N/A	N/A	N/A	N	6
D	Facebook	Katie Weldon	1550 W I-20 Odessa Tx	432-563-2222	N	0
E	Hotjobs.com	N/A	Website	N/A	N	0
F	Indeed	N/A	Website	N/A	N	13
G	Internal	N/A	N/A	N/A	N	4
H	Job Inventory	N/A	Website	N/A	N	0
I	KMID Breakroom	Cindy Reed	1550 W I-20 Odessa, Tx	432-563-2222	N	0
J	KMID TV Recruitment Ad	Heather Trevino	1550 W I-20 Odessa, Tx	432-563-2222	N	0
K	Linkedin	N/A	Website	N/A	N	0
L	Midland College	Website	3600 N Garfield Midland, Tx	432-685-5524	N	0
M	Monster.com	N/A	Website	N/A	N	3
N	Nexstar.tv	Rachel Anderson	545 E John Carpenter #700 Irving, Tx 75062	972-373-8800	Y	8
O	Odessa College	Website	201 W. University Odessa, Tx	432-335-6400	N	0
P	Self Referral	N/A	N/A	N/A	N	3
Q	TV Jobs	N/A	Website	N/A	N	7

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
R	Twitter Job Watch	N/A	Website	N/A	N	0
S	UTPB	Website	4901 E. University Odessa, Tx	432-552-2633	N	0
T	Yourbasin.com	Katie Weldon	1550 W I-20 Odessa, Tx	432-563-2222	N	0
U	KMID Bulletin Board	Cindy Reed	1550 W I-20 Odessa, Tx	432-563-2222	N	2

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

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

	Recruitment Initiative	Description
1	Career Fair	On March 28, 2017, KMID and KPEJ-TV co-sponsored a Job Fair at the Midland County Horseshoe Pavilion. The Job Fair included representatives from more than 57 employers.
2	Mentor Program	The station provides internal opportunities for current employees to cross train which may enable them to acquire skills that could qualify them for higher level positions.
3	Midland College Career Fair	On April 07, 2016, KMID participated in the Midland College Job Fair.